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Technical Report 967



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# Preliminary Analysis of the Impact of Army and Family Factors on Unit Readiness

Robert Sadacca, Rodney A. McCloy, and Ani S. DiFazio  
Human Resources Research Organization

October 1992

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**Preliminary Analysis of the Impact of Army  
and Family Factors on Unit Readiness**

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## FOREWORD

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The Army Family Research Program (AFRP) is an integrated research program initiated in November 1986 in response to research mandated by both the CSA White Paper, 1983: The Army Family and The Army Family Action Plans (1984-1989). The objective of the research is to support the Army Family Action Plans and assist Army family programs and policies by (1) determining the demographic characteristics of Army families, (2) identifying motivators and detractors to soldiers remaining in the Army, (3) developing pilot programs to improve family adaptation to Army life, and (4) increasing operational readiness.

The U.S. Army Research Institute for the Behavioral and Social Sciences (ARI), with assistance from the Research Triangle Institute, Caliber Associates, Human Resources Research Organization, and the University of North Carolina, is conducting the research as part of the ARI Advanced Development Program. This research is being performed under the sponsorship of the Community and Family Support Center (CFSC) pursuant to the Letter of Agreement dated 18 Dec 86, "Sponsorship ARI Army Family Research." The research is being conducted by the Leadership and Organizational Change Technical Area (LOCTA) of ARI.

The report describes a series of analyses conducted to account for observed variation in unit readiness. A large number of variables measuring various Army and family factors and unit characteristics were first examined and a parsimonious subset of variables was selected. The interrelationships among these variables and unit readiness were then examined in the framework of a simplified model of unit readiness. The results suggest that the most important family-related factor in unit readiness is the support that unit leaders provide to soldiers and their families. Soldiers' work satisfaction and their spouses' overall satisfaction also impact unit readiness.

ARI has provided AFRP results, as they become available, to CFSC and other interested Army agencies in the form of draft reports and briefings. The material in this report was presented 6 March 1992 to representatives from the DoD Family Policy Office and 10 Army agencies.

  
EDGAR M. JOHNSON  
Acting Director

# PRELIMINARY ANALYSIS OF THE IMPACT OF ARMY AND FAMILY FACTORS ON UNIT READINESS

## EXECUTIVE SUMMARY

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### Requirement:

The Army Family Action Plan of the Chief of Staff of the Army mandated research that would explore how family factors are related to retention, readiness, and adaptation to Army life. This report supports that requirement by exploring the relationship between Army and family factors and unit readiness.

### Procedure:

The core of the research was a large-scale field survey of Army soldiers and their spouses and Army units and installations. Many measures of individual and family characteristics, unit environment, Army policies, programs and practices, soldier and spouse experiences, needs and expectations, community characteristics, and perceptions of civilian alternatives were collected for the Army Family Research Program (AFRP). From the data collected in the core survey, over 500 variables measuring unit factors could be obtained. Because of the large number of possible models incorporating different causal linkages among these variables and the fact that data were available for only about 500 units, it was decided to select a subset of variables first and then to test one or more simplified versions of an AFRP theoretical model using structural equation modeling (LISREL).

All the analyses of the relationships between unit factors and unit readiness were conducted at the unit level; that is, the variables used in the analyses were defined as measuring characteristics of the units. Many of these variables were averages or proportions that were derived from the responses of the individual soldiers to questions on the Soldier Questionnaire. The measure of unit readiness was derived in earlier analyses. It consisted of the average of 61 separate measures of unit readiness.

The analyses of the relationships between unit factors and unit readiness were conducted on the 507 units that had composite unit readiness scores. The analyses were conducted in three phases. In the first phase, a series of factor analyses was run on 199 variables. The purpose of these factor analyses was to identify some of the constructs underlying unit differences in responses to the survey instruments. Before running the factor analyses, the 199 variables were divided into subgroups on the basis of their similarity of content. The variables that had the highest loadings on the factors obtained in the analyses were identified.

In the second phase of the analysis, the sample of units was divided into two subsamples. The variables with high factor loadings that were identified in the first phase of the analyses were also divided into two groups. If two variables had high loadings on the same factor, they were assigned to two different variable groups. The two data sets were then subjected to parallel hierarchical multiple regression analyses in which sets of variables were introduced into the regression equations in an ordered sequence. The measure of unit readiness was the dependent variable in these analyses. After each variable set was introduced into the equations, a test was run to determine whether the resultant increase in the square of the multiple correlation coefficient was statistically significant.

Taking into consideration both a theoretical model and the results of the hierarchical regression runs, a subset of 35 variables was selected for the third phase of the analysis. In this phase, structural equation models were tested on the full sample of units. The model initially tested consisted of 12 exogenous and 23 endogenous variables, including the measure of unit readiness. This model and subsequent ones tested were simplified versions of the theoretical model, without all the causal linkages inherent in the theoretical model and without reciprocal linkages between any of the endogenous variables.

#### Findings:

Many of the results of the hierarchical multiple regression analyses and the LISREL analyses were similar. Specifically

- The greatest effect on unit readiness was obtained by the set of variables measuring unit leader support for Army families.
- In units where soldiers on the average had more children, unit readiness was relatively high.
- The proportion of unit soldiers who were married had little impact on unit readiness.
- Units having higher proportions of soldiers with monetary and other problems tended to have lower unit readiness.
- Variables measuring family strength and adaptation and family adjustment to Army life apparently impacted unit readiness through their positive effects on soldier and spouse satisfaction levels, which significantly impact unit readiness.

#### Utilization of Findings:

The findings in this report point to the importance of strengthening the role of unit leadership in providing support to soldiers and their families. Army policies, procedures, and practices that promote family well-being will enhance unit readiness. Further analysis and research should be directed at

identifying how unit leadership and Army programs and policies can better alleviate or mediate family and other problems and allow units to maintain higher states of readiness. In the meantime, providing Army leaders with information concerning the readiness relationships found in this research should encourage actions that promote family well-being and unit readiness.



# PRELIMINARY ANALYSIS OF THE IMPACT OF ARMY AND FAMILY FACTORS ON UNIT READINESS

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**PRELIMINARY ANALYSIS OF THE IMPACT OF ARMY AND FAMILY FACTORS  
ON UNIT READINESS  
INTRODUCTION**

**Background**

In 1986, the U.S. Army Research Institute for the Behavioral and Social Sciences (ARI) contracted with the Research Triangle Institute (RTI), Human Resources Research Organization (HumRRO), and Caliber Associates to complete the Army Family Research Program's Family Factors in Retention, Readiness, and Sense of Community. This is a long-term research project sponsored by the Community and Family Support Center (CFSC) in response to issues in the Army Family Action Plan.

The Army Family Research Program (AFRP) was designed to examine the role of family factors in retention, readiness, and sense of community among Army members. At the core of this project is a field survey of Army families, units, and installations. This survey was designed to provide information related to Army policy/program questions based on prior and current research and to generate new information needed for policy and program development, implementation, and assessment.

The specific objectives of the AFRP field survey were to

- Measure the relative contributions of family and other factors to the retention of high-performing soldiers and soldier and unit readiness;
- Examine the consequences of Army work conditions for family stress and adaptation and, in turn, the impact of family stress and adaptation on soldier and unit readiness;
- Determine the family, unit, and other factors that are most important for the retention of high-performing soldiers in the early career stages;
- Measure the relative and combined effects of unit and installation leadership practices on Army family adaptation, commitment to Army life, and retention decisions;
- Determine the relationships of family factors, individual soldier performance, and unit-level factors to unit readiness; and
- Determine the programs, practices, and policies that are most important for the adaptation, readiness, and retention of soldiers in different Army family situations.

This AFRP field survey and its analyses are designed to

- Provide answers to key Army policy/program questions that could not be answered by prior research;
- Resolve conflicting conclusions of prior research through the use of a comprehensive conceptual model and a multilevel probability sampling strategy; and

- Develop new information needed for policy and program development, implementation, and assessment.

Ongoing and prior research support the concept that family factors might have an impact on readiness. Support can be found in the civilian literature for the concept of spillover between work and family issues (e.g., Crouter, 1984; Small & Riley, 1990). However, attempts to identify the relationship between family factors and readiness have been limited and inconsistent in measuring and defining family factors or readiness (e.g., Kirkland & Katz, 1989; Oliver, 1990; Orthner & Pittman, 1986; Pliske, 1988; Vernez & Zellman, 1987).

In what way does the family influence readiness? Oliver (1990) reviewed the information currently available on the effects of families on combat readiness and concluded that "the findings are sparse when one tries to locate work specifically addressing the role of family factors in the enhancement of readiness" (p. 5). After reviewing the relationship of retention, stress, and satisfaction to readiness, Oliver hypothesized that family factors act indirectly through each of these factors to impact readiness. Using the 1985 DoD Survey of Enlisted Personnel, Pliske (1988) found relationships between Skill Qualification Test (SQT) scores and each of the following family factors: dependent care arrangements, preparation for deployment (e.g., a written will or power of attorney) and family situations (e.g., single, dual military).

Vernez and Zellman (1987) suggested that family factors will impact on readiness primarily through the individual military member's behavior and commitment. Two aspects of individual motivation and behavior that are not frequently measured but that may impact directly or indirectly on readiness are loss of duty time and erosion of motivation and commitment. Motivation and commitment may be eroded by growing conflicts between the job and family due to an increasing proportion of spouses working and the broadening of the father's role in family matters. However, no data exist concerning these important issues.

In a summary of research on combat readiness and family factors, Kirkland and Katz (1989) reported that soldiers who are convinced that their leaders are concerned about their family's well-being will be able to devote more energy to mission accomplishment. They classify as "well integrated" units whose commanders give serious priority to their soldiers' personal and family activities, and where families, in turn, strengthen soldiers' performance. Kirkland and Katz maintain that soldiers who view their units and families as complementary and not competitive will be more effective soldiers.

On the effects of young children and child care responsibilities on readiness, little military research is reported. Vernez and Zellman (1987) report that the presence of young children may have a negative effect on readiness. In this regard, Ilgen and Hollenbeck (1984) present evidence in the civilian sector that having children under age seven is associated with increased employee absences.

Additional research has been conducted on work commitment. Orthner and Pittman (1986) provided empirical evidence for the link between family support variables and the work commitment of Air Force personnel. They found that work commitment is the result of gratifications received from several sources,

including one's job and family. Additionally, they found support for the hypothesis that "organizations may be capable of increasing work commitment by providing support services directly to families, thereby increasing family support and the overall ability of the organization to influence workers' attitudes toward their jobs and their commitment to the organization." Perceived employer policies toward families had a direct effect on personnel. "Persons who believe that their children and spouses are adjusting well to organizational demands report greater family support for career commitments. This leads, in turn, to actual increases in levels of job commitment."

Woelfel (1979), in a small sample of Army personnel and their spouses, found weak relationships between family variables, such as cohesion and achievement orientation, and Army outcomes. However, he did find a moderate correlation ( $r = .30$ ) between family cohesion and job performance (supervisor ratings) for enlisted women. This correlation was .02 for men. The interpretation is that family functioning influenced the ability of enlisted women to perform their jobs effectively.

In a special bulletin, The Yellow Ribbon, describing effective home front procedures during Operations Desert Shield and Desert Storm, the Center for Army Lessons Learned (1991) stressed that rapidly resolving problems encountered by families has a significant impact on the morale of soldiers. Rear detachment personnel should be trained to respond to problems of military dependents. Commanders are urged to participate actively in family support groups before deployment. Developing Family Care Plans to help assure that dependents will be adequately provided for during unit deployment is also stressed.

A theoretical model was developed by AFRP researchers that incorporated hypothesized relationships among the types of variables examined in previous research in a number of fields, including military sociology, family and labor economics, industrial and organizational psychology, and family research in sociology and other disciplines (Figure 1). Items in the field survey were designed to collect data on the variables and constructs in the model. Data for the model were collected for several levels (soldier, spouse, family, unit, installation, and Army).

The theoretical model treats soldier and unit readiness and retention as the outcomes of primary interest to the Army. It focuses on the relationship between the family and the soldier's work as a member of the Army, examining the impact of work factors on the family and, in turn, the impact of family variables on the soldier's work performance and readiness. Work experience, Army policies and programs, and other factors are related to soldier retention, both directly and through their effect on soldier and family life experience in the Army.

The data obtained during the AFRP survey provide an unparalleled opportunity to analyze the relationships between unit and family factors and individual and unit readiness within a model framework. Sufficient data were collected on over 9,000 soldiers world-wide to conduct extensive analyses of the relationships between individual readiness and family-related factors (Sadacca, Stawarski, & DiFazio, In preparation). Sufficient data were also collected to form a reliable, comprehensive measure of unit readiness for over 500 units (Sadacca & DiFazio, 1991).

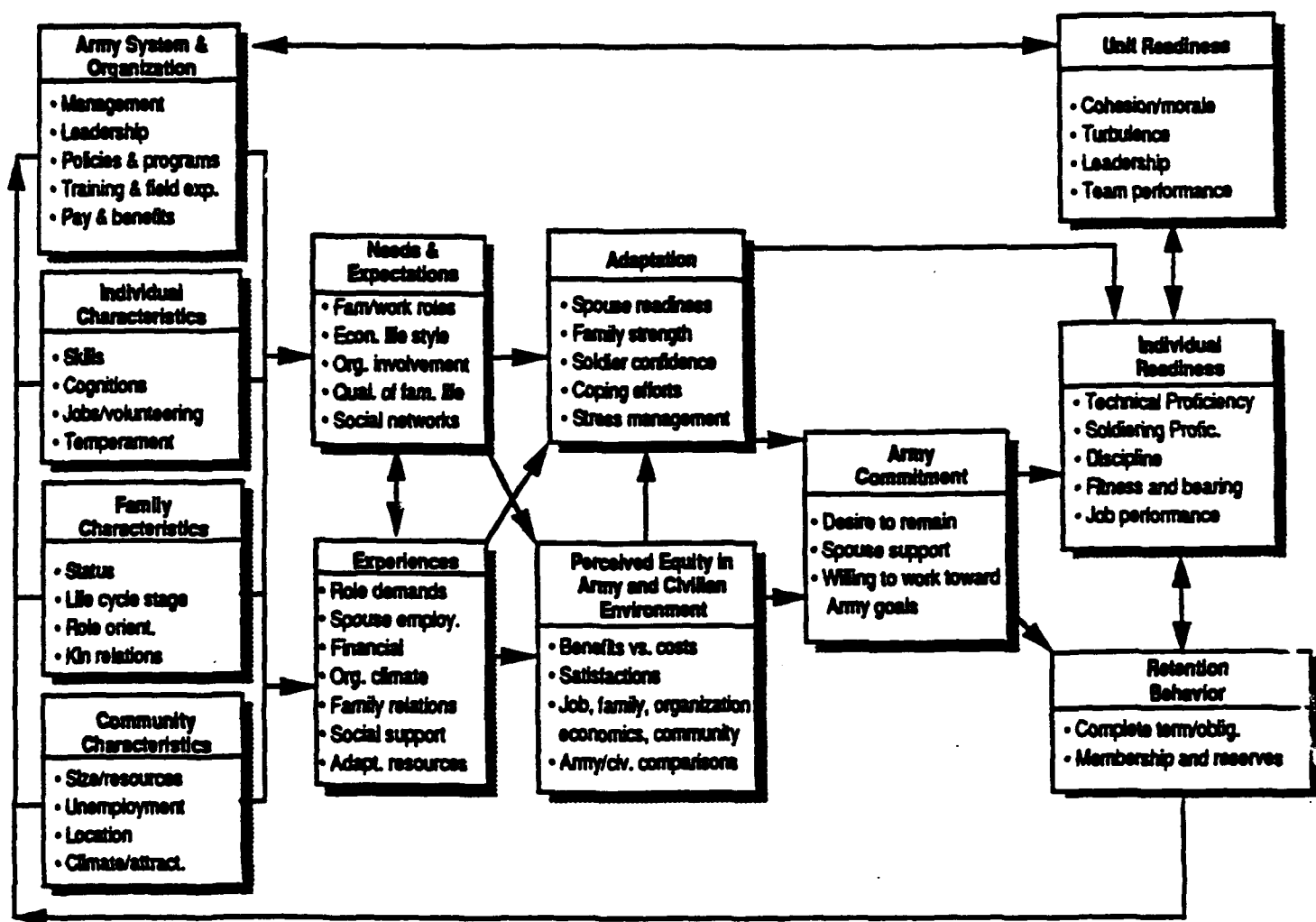


Figure 1. Army Family Research Program Theoretical Model.

## Purpose of This Report

This report presents the results of a preliminary analysis of the relationships between Army and family factors and unit readiness. The analysis concentrated on measures of unit and family factors derived from the AFRP survey. As the survey instruments produced a large number of data elements from which literally hundreds of variables could be derived, one of the main purposes of the preliminary analysis was to identify the types of Army and family factors that could account parsimoniously for the observed variation in unit readiness. A related objective was to identify unit or family factors that apparently add little to the prediction or estimation of unit readiness.

A third objective of the analysis was to assess the usefulness of simplified versions of the AFRP theoretical model (Figure 1). In the simplified models, variables directly measuring individual characteristics have been omitted. Instead, the average values of the soldiers in the units surveyed have been used to define unit level variables. For example, instead of using a variable measuring the number of dependent children individual soldiers have, the average number of dependent children of soldiers in the surveyed units was used as a unit level model variable. Thus the variable is a measure of a characteristic of the unit, which can be related to other unit characteristics (e.g., unit readiness).

With all variables defined at the unit level, the variables measuring unit type and location, and soldier and family demographics were considered exogenous variables in the models tested. That is, these variables were not considered to be caused by any of the other model variables (with the possible exception of other exogenous variables). Variables measuring such unit characteristics as unit leaders' support for families, family strength and adaptation, family adjustment to Army life, and unit soldier commitment to the Army were considered endogenous variables. That is, they were considered to be, at least in part, effects of the exogenous variables. Unit readiness was also considered as a endogenous variable. The models tested allowed determination of the total, direct, and indirect effects on unit readiness of the exogenous variables and selected endogenous variables.

The next section of this report describes the procedures employed in the preliminary analysis of the AFRP readiness-related data. The Results of the analysis are then presented, followed by a Discussion section which presents the authors' opinions concerning some of the implications of the findings.

## ANALYSIS

### Overview of Analysis

This preliminary analysis of the relationships between unit factors and unit readiness had two major objectives:

- (1) To identify a set of variables that comprehensively and parsimoniously measure many of the factors that impact unit readiness; and
- (2) To try out one or more models that causally link unit factors to unit readiness.

From the data collected in the AFRP core survey, over 500 variables measuring unit factors could be obtained. Considering the large number of possible models incorporating different causal linkages among these variables and the fact that data were available for only about 500 units, the authors decided to first select a subset of variables to be included in the model first and to then test one or more simplified versions of the AFRP theoretical model using structural equation modeling (LISREL). In selecting the variables and hypothesizing the linkages among them, the authors were guided by the principle that it was important not only to determine factors that impacted unit readiness, but also to determine which factors apparently have little or no impact on unit readiness. Other criteria used in the selection of the variables included the perceived relevance of the variables to the theoretical model, the degree to which the variables apparently were measuring factors found in the literature to be related to unit readiness, and the strength of the relationships found between individual readiness and family-related factors by Sadacca, Stawarski, and DiFazio (In preparation), and other researchers. On the basis of these criteria, the initial set of over 500 variables was reduced to 199 variables. Of these variables, 186 were derived from the Soldier Questions and 13 from the Unit Information Form.

All the analyses of the relationships between unit factors and unit readiness were conducted at the unit level; that is, the variables used in the analyses were defined as measuring characteristics of the units. Many of these variables were averages or means that were derived from the responses of the individual soldiers to questions on the Soldier Questionnaire. Some of the unit measures were defined as the proportion of soldiers sampled from the unit who responded similarly to a Soldier Questionnaire item. In calculating the mean or proportion of a specific variable for any given unit, the weighted averages of soldiers in the unit who responded to the relevant question(s) were obtained through the application of soldier sampling weights (see Iannacchione & Milne, 1991, for a description of the derivation of the sampling weights). Other variables used in the analyses were derived from the responses of unit commanders to the Unit Information Form. Copies of both the Soldier Questionnaire and the Unit Information Form are given in Appendix A.

The measure of unit readiness was derived in earlier analyses (Sadacca & DiFazio, 1991). It consisted of the average of 61 measures: the mean ratings assigned the units on 12 readiness scales by four groups of raters--E2 - E4 enlisted personnel, NCOs, officers within each unit and officers outside the unit (48 measures); the average individual readiness ratings of the E2 -



E4, NCOs, and officers in the unit (3 measures); and ten measures of unit readiness taken from the Unit Status Report. In forming the 61-measure average, the separate unit readiness measures were first transformed into standard or z-scores and then averaged. The resultant composite unit readiness score had an Alpha reliability of .94.

The analyses of the relationships between unit factors and unit readiness were conducted on the 507 units that had composite unit readiness scores. In all these analyses, the sampling weights<sup>1</sup> for the units were used. The analyses were conducted in three phases. The analyses in the first two phases were run primarily to reduce the number of variables that would be used in the third phase in which alternative models of the relationship of Army and family factors to unit readiness were tested using LISREL. The aim was to identify a smaller subset of variables that captured much of the relevant variance of the 199 variables derived from the Soldier Questionnaire and the Unit Information Form. In the first phase, a series of factor analyses was run on the 186 variables derived from the Soldier Questionnaire. A factor analysis was also run on the 13 variables derived from the Unit Information Form. The purpose of these factor analyses was to identify variables that could be considered measures of the constructs underlying unit differences in responses to the survey instruments. Before running the factor analyses, the 186 variables were divided into subgroups on the basis of their content similarity as judged by the authors. These content areas reflected the content of the constructs that form the AFRP theoretical model (see Figure 1). The variables that had the highest loadings on the factors obtained in the analyses were identified for inclusion in the next phase of the analysis. For most of the factors, the two variables with the highest loadings on the factor were selected, though for some factors only one variable was selected. In addition, some variables that were incorporated into the preliminary individual soldier readiness model (Sadacca, Stawarski, & DiFazio, in preparation) were selected. Altogether, 117 variables were selected as a result of the first phase analyses.

As 117 variables were considered too many to use in specifying a model of the relationships of Army and family factors to unit readiness, the second phase of the analysis was directed at further reducing the number of variables. We were concerned, however, that the analysis might lead us to discard variables whose explanatory power would enhance the model. To help guard against that possibility, two independent parallel sets of analyses were run. The sample of units was divided into two subsamples through rank ordering the units by the size of their sampling weights and then assigning every other unit to one or the other of the subsamples. The variables with high factor loadings that were identified in the first phase of the analysis were also divided into two groups. Where there were two variables that had high loadings on the same factor, they were assigned to two different variable groups. Other variables were assigned to the two variable groups in a manner designed to balance the number and overall content of the two variable groups. One of the variable groups was then randomly assigned to one of the unit subsamples and the other variable group to the other subsample. The variable, Unit Readiness, was assigned to both subsamples.

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<sup>1</sup> See Iannacchione and Milne (1991) for a description of how the unit sampling weights were derived.

The two data sets were then subjected to hierarchical multiple regression analyses where sets of variables were introduced into the regression equations in an ordered sequence roughly paralleling the causal linkages specified in the AFRP theoretical model.<sup>2</sup> Twelve sets of variables were introduced in each regression analysis. The variables comprising the sets were judged by the authors to be within the same general content areas given in the theoretical model (see Figure 1). The measure of unit readiness was the dependent variable in these analyses. After each variable set was introduced into the equations, an F test was run to determine whether the resultant increase in the square of the multiple correlation coefficient ( $R^2$ ) was statistically significant. The significance levels of the regression weights of the individual variables within each set were examined for the sets that resulted in a significant increase in  $R^2$ . These significance levels were examined when the variables first entered the equation and after all the variable sets had entered the equation. As two parallel analysis were run, the significance levels of comparable variable sets could be examined at the same time in order to lower the chance that useful explanatory variables would be inadvertently discarded. (By examining the significance of both the initial and final regression weights, the total, indirect, and direct effects of variables in the hierarchical regression model could be considered in the decision whether to use the variable in the later LISREL analyses.)

Taking into consideration both the theoretical model and the results of the hierarchical regression runs, a subset of 35 variables was selected for the third phase of the analysis. In addition to meeting the variable selection criteria described earlier (see page 9), many of these variables had significant regression weights in the hierarchical regression equations. In the third phase, structural equation models were tested on the full sample of units. The model initially tested consisted of 12 exogenous and 23 endogenous variables including the measure of unit readiness. This model and subsequent ones tested were simplified versions of the theoretical model, without all the causal linkages inherent in the theoretical model and without reciprocal linkages between any of the endogenous variables. In the models, observed variables were used in lieu of constructs. (As many of the variables used in the model had high loadings on the factors that emerged in the first phase analyses, they might be considered as empirical measures of the constructs.)

Each of the three analytic phases is discussed in greater detail below.

### **Phase I--Factor Analyses**

The factor analyses of the 186 variables derived from the responses of sampled unit members to the Soldier Questionnaire were conducted on 11 variable groups or sets. The variable groupings were very similar to groups used in the preliminary analyses of the relationship of family and other factors to individual readiness (Sadacca & DiFazio, 1991). In those analyses, as in the present unit level analyses, variable groupings were based on judged

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<sup>2</sup> Hierarchical regression analyses has been called "one of the most useful tools for extracting information from a data set" (Cohen & Cohen, 1983, pg. 120). In contrast to stepwise regression, the choice of order or sequence of variable set introduction into the regression equation is fixed before the analysis is run in accordance with the purpose and logic of the research (in this case, the causal priority of the factors in the AFRP theoretical model).

content similarity and consonance with the major components of the theoretical model linking family and unit factors to individual and unit readiness. Tables 1 to 11 list the variables that were entered into each factor analysis. The variable ID's given in the tables refer to the question number in the Soldier Questionnaire from which the variables were derived. Composite variables, derived from two or more questionnaire items, are also listed in the tables. The questionnaire items comprising these composite variables are given in Table 1, Appendix B. A factor analysis was also conducted on the variables derived from the Unit Information Form (see Table 12). In the various factor analyses, the principal component SAS program was used. Factors with eigenvalues equal to or greater than 1.0 were rotated using the quartimax procedure.

## **Phase II--Hierarchical Multiple Regression Analyses**

Two sets of hierarchical regression analyses were run in tandem. Half of the variables identified in the factor analyses and half of the units were used in one set, while the other half of the variables and units were used in the other set of analyses. To split the sampled units into two sets, the units were first rank ordered by the size of their sampling weights. Then every other unit was assigned to subsample A and the remaining units to subsample B.

To split the variables identified in the factor analyses into two groups, the two variables having the highest loadings on each extracted factor were assigned to either one group or the other. To avoid having the most representative (as determined by their factor loadings) variables always assigned to one group, the one variable of a given pair with the higher loading was assigned to one group and then, alternately, the variable of the next given pair with the higher loading was assigned to the other variable group. For those factors that only had one variable with a high loading (.40 or above), the given variables were assigned alternately to the two variable groups. The variables assigned to each group were then subdivided into the same "content areas" that they had originally been placed (see Tables 13 and 14).

In addition, some variables that did not have particularly high factor loadings were added to each variable group. For the most part, these were variables that had been selected for use in the simplified model of individual soldier readiness. After all variables had been assigned to one variable group or the other, the variable groups were randomly assigned to the unit subsamples.

Hierarchical multiple regression analyses were conducted on the two sets of data. The first two analyses were conducted on the subsample A and B data using only the variables derived from the Soldier Questionnaire and the measure of unit readiness (the dependent variable). The variables were introduced into the two equations in sets corresponding to the content areas established earlier. The order of introduction of the variable sets into the equations was: Soldier Demographics, Unit Type and Location, Unit Work Demands, Unit Environment, Family Demographics, Family Strength and Adaptation, Family Adjustment to Army Life, Social Service Utilization, Spouse Work Role, Spouse Readiness/Support, Soldier Commitment, and Variables Selected from the Individual Readiness Model.

After the introduction of each variable set, an F test was performed to determine whether the resultant rise in  $R^2$  was statistically significant at the .10 level. A high Alpha level (.10) was chosen to lower the probability of accepting the null hypothesis when it was false--it was deemed more important to err on the side of including variables in the model than excluding relevant sources of variance. If the rise in  $R^2$  was significant, we examined the significance of the regression weights for the variables in the set both at the time of entry and after all variables had entered. The examination of the significance levels was made for the two sets of regression weights (one set of weights for each equation) at the same time. On the basis of these results as well as the earlier factor analytic results, a subset of variables was selected for use in testing the simplified theoretical models. In making the variable selections, the following criteria were considered: the degree to which the variables represented main constructs identified in the factor analyses and in the theoretical model, the ability of the variables to explain unit readiness variance, and the perceived importance of demonstrating whether the factors measured by the variables did or did not impact unit readiness.

### Phase III--LISREL Analyses

After selecting the variables, a structural equation model (or, path diagram) was constructed that reflected our notions about their interrelationships (see Figure 2, page 46). The model suggests a particular pattern of correlations among the variables. Comparison of the model's correlation matrix to the sample correlation matrix gives an indication of how well the model accounts for the data--the greater the correspondence, the better the model explains (i.e., "fits") the data. Such an assessment of model fit was conducted using the LISREL (Linear Structural Relations) software package (version 7; Joreskog & Sorbom, 1989). Although the coefficients for the path model could have been estimated using traditional path analytic methods, these methods do not provide indices of fit based upon the observed and fitted correlation matrices. Indices include the goodness-of-fit index (GFI) which generally ranges between zero and one (although negative values are possible), larger values being associated with good models; and a chi-square statistic, which is better described as a "badness-of-fit" measure--if significant, it means there are significant differences between the model's estimated correlation matrix and the observed sample correlation matrix.

Several features of the LISREL analyses should be mentioned, regarding both the model and the assessment of its fit to the data. First, note that the model is not fully recursive. That is, variables occurring earlier in the model do not have causal paths to all variables occurring later in the model. Thus, certain relationships between variables are hypothesized to be zero. Second, the model contains variable "blocks" (e.g., Family Demographics, Unit Family/Soldier Support). Although the model is not fully recursive, variable blocks are. For example, Family Demographics are hypothesized to have a direct causal effect on Family Strength and Adaptation. Hence, all variables constituting Family Demographics have causal paths to all variables constituting Family Strength and Adaptation. Each modified version of the initial model to be reported retains this feature. It should also be mentioned that the variable blocks are rational groupings of variables that loaded highest on the factors reported in Phase I. The blocks themselves are

not factors. Indeed, because the variables in the blocks were obtained from orthogonal factors, the blocks are relatively heterogeneous.

The heterogeneity of the variable blocks has ramifications for the type of model that was estimated using LISREL. Specifically, the models to be reported were estimated as path models consisting entirely of observed variables. As such, none of the models contains latent variables (i.e., factors). The mathematical model estimated in these analyses has the following form:

$$y = By + \Gamma x + \zeta$$

where  $y$  is a vector of endogenous variables,  $x$  is a vector of exogenous variables,  $B$  is a vector of direct effects of endogenous variables on other endogenous variables,  $\Gamma$  is a vector of direct effects of the exogenous variables on the endogenous variables, and  $\zeta$  is a vector of error terms for the endogenous variables.

In addition to estimates of the model's path coefficients (the direct effects), indirect and total effects, coefficients of determination (both for variables and the system of equations), and fit statistics, modification indices were requested. These values are given for each parameter that has not been estimated in the model (i.e., for each path coefficient equal to zero). The modification index represents the minimum reduction in the chi-square statistic that is expected if the fixed parameter in question is freed (i.e., estimated). Large modification indices suggest relationships in the data the current model does not explain. Modifications should be made to the model only if justified on theoretical grounds. In addition, the altered models should be fit to data from a new sample (i.e., cross-validated) to rule out the possibility that the modifications were due to chance fluctuations in the original sample (MacCullum, 1986).

The modified models to be presented have not been cross-validated. Although such analyses could have been performed by splitting the original sample before model fitting began, there was more interest in estimating the various effects of the variables in the models as precisely as possible. Because precision is directly related to sample size, no split-sample analyses were conducted. Hence, the coefficients presented in this report represent our best estimates of the effects of the variables in our models on unit readiness and each other *for this sample*. The sample used provides quite precise estimation, so wild fluctuations would not be expected if the models were to be re-estimated using another sample. Nevertheless, the possibility that modifications to the models represent sampling error rather than population effects must be borne in mind.

## RESULTS

### Phase I--Factor Analysis Results

Table 1 presents the rotated factor pattern obtained for the 28 variables that were classified as soldier demographic variables. Eight factors were extracted by the principal component SAS program used. The variables with the highest loadings on the first factor tend to reflect the average seniority of the soldiers comprising the unit. The variables AGE, Soldier rank or grade (S14), and Education level (S13) have the highest loadings on this factor.<sup>3</sup> The second factor reflects whether the average soldier in the unit has transportation to the unit, while the third factor reflects the degree to which unit personnel tend to have off-duty jobs. The fourth factor, with high loadings of opposite sign on the variables, Renting off post (159C) and Living on post (S159A), reflects whether unit personnel tend to live on or off post. The interpretation of the remaining four factors is not as clear. Because it was deemed by the authors particularly important to determine whether these personnel or demographic variables significantly impacted unit readiness, a total of 16 of the variables were selected for inclusion in the hierarchical regression analyses, eight variables for each data subset. These variables included the eight variables with the highest loading on each of the eight factors extracted. The data subset to which the variables were assigned is indicated in Tables 13 and 14.

The rotated factor pattern resultant from the factor analyses of the 13 unit type and location variables is given in Table 2. Four factors met the 1.0 eigenvalue criterion. The first factor, with highest positive or negative loadings respectively depending upon whether the unit is in Europe (REGION2) or in CONUS (REGION1), is clearly a location factor. The second factor, with high loadings on whether the unit is in a TDA (UICTYPE3) or TRADOC unit (UMSCOM2), is a type of unit factor as is the third factor with high loadings of opposite sign depending upon whether the unit was a combat (UICTYPE1) or combat service support (UICTYPE2) unit. The fourth factor is more difficult to interpret since its highest loadings are on the variables, Soldier is in Health Service Command (UMACOM4) and Soldier is in a TDA unit (UICTYPE3), which had the highest loadings on the second factor. Eight of the 13 variables were selected<sup>4</sup> for inclusion in the hierarchical regression analyses, four to each data set (see Tables 13 and 14).

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<sup>3</sup> Throughout this report, when mention is made of a variable, it should be understood that the variable is a measure of a unit characteristic even if the text does not specifically designate it as such.

<sup>4</sup> Generally, the two variables with the highest factor loadings on each extracted factor were selected provided that the loadings were .40 or above. In this case, since UICTYPE3 had already been selected on the basis of its high loading on the second factor, UMACOM3 was selected in lieu of a second variable loading on the fourth factor.

Table 1

## Rotated Factor Pattern\* of Soldier Demographic Variables

Variable ID	Variable Description	Factors							
		1	2	3	4	5	6	7	8
S10	Sex (percent male)								65
S11	Soldier Member of Minority Group					73			-43
S12	Hispanic background								
S13	Highest level of education completed	86							
S64	Interest/dividends/capital gains	62							
S66	Total amount of money you owe		41						
S67	No. of months not paid bills in past 12 mnths							46	
S150	No. of months at current location	79				50			
S151	No. times moved to new locale due to PCS								
S158	No. of places have lived a week or more								
S159A	Living on post				-65				
S159B	Living in own home	54							
S159C	Renting off post				94				
AGE	Soldier's Age	91							
ENTRYAGE	Soldier's Age at Time of Entry	56							
YOS	No. of complete years of service	81				-66			
AFQTP	Armed Forces Qual Test Percentile Scores								
S14NEW	Soldier pay grade/rank	91							
S15	Selected for promotion to next grade/rank								
MNTHSEND	Months remaining in current obligation								
S57A	Current written will	49							
S57B	Has current drivers license		47						
S57C	Car available whenever needed		86						
S57D	Transportation to unit in emergency		60						
S58	2nd job during off-duty hrs in 1988			84					
S62	Currently working second job			73					
S7	Planned military career when enlisted								
S163	There is a telephone where soldier lives								

\* Factor loadings less than .40 omitted; factor loading decimal points omitted.

Table 2

Rotated Factor Pattern<sup>a</sup> of Unit Type and Location Variables

Variable ID	Variable Description	Factors			
		1	2	3	4
S16	Number of months in current unit				
S17	Daily Army work is with assigned unit		-44		
S152A	Soldier's last assignment was in CONUS	87			
S152B	Soldier's last assignment was in EUROPE	-67			
UICTYPE1	Unit is a combat unit		-43	-71	
UICTYPE2	Unit is a combat service support unit			78	
UICTYPE3	Unit is a TDA unit		85		48
UMACOM1	Unit is in FORSCOM	-78	-50		
UMACOM2	Unit is in TRADOC		65		
UMACOM3	Unit is in USAREUR	86			
UMACOM4	Unit is in Health Services Command				52
REGION1	Unit is in CONUS	-93			
REGION2	Unit is in EUROPE	93			

<sup>a</sup> Factor loadings less than .40 omitted; factor loading decimal points omitted.

The rotated factor pattern obtained for the nine unit work demand variables is given in Table 3. Three factors reflecting the unit's work demands on soldiers and their families were extracted in the analysis. The variables, Number of nights away overnight because of Army duties during the last six months (S121) and Extended marital separation because of military duties in the past 12 months (S122), loaded highest on the first factor. The second factor's highest loadings were obtained by the variables, Demand of work responsibilities (S77A) and Number of hours worked on Army job in a typical week (S35). Only one variable, Length of last extended marital separation because of Army duties (S123), had a loading greater than .40 on the last factor. The four variables mentioned above as having high loadings on the first two factors were selected for inclusion in the hierarchical regression analysis.

The factor analysis of the ten unit environment variables produced two factors. It is not easy, however, to differentiate between the factors on the basis of the variables having the highest loadings on the factors (see Table 4). The first factor may reflect unit leadership support for its personnel in general while the second factor may be more specifically reflecting perceived Army and unit leadership support for soldiers' families. The four variables with the highest loading on the two factors, Unit personnel support (UPERSUPP), Unit morale (UMORALE), Army responsiveness to family needs (S72G), and Leader support for families (LFSUPP), were selected for inclusion in the hierarchical regression analysis.



Table 3

Rotated Factor Pattern<sup>a</sup> of Unit Work Demand Variables

Variable ID	Variable Description	Factors		
		1	2	3
S1	Currently working in (PMOS)/basic branch			
S35	No. of hours work in Army job typical week		52	
S37C	Typically works at night in part/whole			
S162	No. of minutes to get to place of duty			
S77A	Demand of work responsibilities		70	
S78A	Success with work responsibilities			
S121	No. of nights away overnight last 6 months	98		
S122	Extended marital separation past 12 months	47		
S123	Length of last extended separation			48

<sup>a</sup> Factor loadings less than .40 omitted; factor loading decimal points omitted.

Table 4

Rotated Factor Pattern<sup>a</sup> of Unit Environment Variables

Variable ID	Variable Description	Factors	
		1	2
WORKPRED	Work predictability		
WORKMOT	Work motivation	60	
ULFSUPP	Unit leader family support	49	64
UPERSUPP	Unit personnel support	87	
USUPSUPP	Unit supervisor family support	77	
LFSUPP	Leader support for families		75
S20	Relationship of officers/enlisted in unit	50	
S72G	Army is responsive to family needs		77
S72H	Too many non-job activities required*		
UMORALE	Unit morale	79	43

<sup>a</sup> Factor loadings less than .40 omitted; factor loading decimal points omitted.

\* A high score on this variable indicates disagreement with questionnaire item.

The analysis of the 25 family demographic variables resulted in the extraction of ten factors (see Table 5). The first four factors are relatively easy to interpret. The variables, Number of years married to current spouse (S99), Has child age 10-14, and Number of dependent children (S135), had high loadings on the first factor, which apparently is reflecting marriage longevity. The two variables with high loadings in the second factor are measures of whether the soldiers' spouses are native born: English is first language of spouse (S103), and Spouse was born in the U.S. (S100). The two variables with high loadings on the third factor were Married at entry into active duty (S3), and Was paying support for or had children living with you when first entered the service (S4). The fourth factor reflects whether the unit soldiers tend to have young children. The variables, Has child aged 1-2 (CH12), Has child 3-5 (CH35), Number of dependent children (S135), and is currently married (S92), had loadings above .40 on this factor. The remaining factors either have only one variable with a high loading or are more difficult to interpret with the exception perhaps of the ninth factor which reflects whether the unit soldiers tend to have a child less than one year old (CH0). Sixteen of the 25 family demographic variables were selected for the hierarchical multiple regression analyses.

The factor analysis of the 20 family strength and adaptation variables resulted in the extraction of eight factors (see Table 6). The first factor reflected the strength of the marriages of the unit soldiers. The three variables with the highest loadings on this factor were Happiness of marriage (S132), Lack of marital separation risk (MARISEP), and Family coherence and strength (FAMSTRNG). The next factor reflects the unit soldiers' reports of feelings of self-esteem (SELFESTM), and Lack of feeling alienated (ALIEN), whereas the third factor reflects the soldiers' perception of available community and social support (COMMSUPP and SOCSUPP). The remaining factors, with the exception of Factors 6 and 7, had only one variable with a high enough loading to help define the factor. Factor 6, with a positive loading for Husband should be head of the family (S72N) and a negative loading for belief in Marital equity between spouses (MARIEQY), may reflect a more traditional attitude toward the roles of husband and wives. Factor 7 reflects whether the unit soldiers received information on their new location before (S154), and after (S155), they moved. Twelve of the family strength and adaptation variables were selected for inclusion in the hierarchical regression analysis.

Four factors resulted from the analysis of the 14 family adjustment to Army life variables (see Table 7). The first factor reflects the amount of work stress reported by the unit soldiers. The variables, Lack of work stress (WORKSTRS) and Lack of work stress for married soldiers (MWRKSTRS), had high loadings on this factor. The variables, Army/family fit (AFFIT) and Family adjustment to Army family life (S147), had positive loadings on the second factor. The third factor is perhaps more difficult to interpret. The two variables, Family should adjust to job demands (S72K) and Spouse's overall satisfaction would be better in Army than civilian life (S69P), had the highest loadings on this factor. The fourth factor reflects adjustment to relocation with the variable, RELOCADJ, having a high positive loading and the variable, Problem with spouse adjusting to the current location after moving (S156D), having a negative loading. Eight of the 14 family adjustment variables were selected for use in the hierarchical regression analyses.

Table 5

## Rotated Factor Pattern\* of Family Demographic Variables

Variable ID	Variable Description	Factors									
		1	2	3	4	5	6	7	8	9	10
S3	Married at entry into active duty			74							
S4	Children living with you/paying support at entry			63							
S5	Ever been single parent/have child with you							69			
S8C	Guardian served in Armed Forces								64		
S9	Brothers/sisters ever served active duty										
S92	Currently married	52			49	47					
WARSTAT1	Married to military spouse					53					
WARSTAT2	Formerly married								43		
S135	Number of independent children	56			47						
S91	Age at time of first marriage										
S99	No. of years married to current spouse	80									
S100	Spouse born in U.S.		88						-46		
S101	Spouse member of minority group										51
S102	Spouse of Hispanic background										
S103	English first language of spouse										
S117	Spouse living with you		91								
S136	No. of dependent children living with you						61				
CH0	Has child less than 1 year old									44	
CH12	Has child age 1-2				54						
CH35	Has child age 3-5				45						
CH69	Has child age 6-9					58					
CH1014	Has child age 10-14										
CH18P	Has child age 18+	76									
S138	Are you/is your spouse pregnant										
S139D	Has child with a serious problem									-44	

\* Factor loadings less than .40 omitted; factor loading decimal points omitted.

Table 6

## Rotated Factor Pattern\* of Family Strength and Adaptation Variables

Variable ID	Variable Description	Factors							
		1	2	3	4	5	6	7	8
SOCSUPP	Social Support availability			69					
COMMSUPP	Community support network			75					
S22B	Closest friendships are with people work with								
S90	Close relative who lives within 2 hrs.				88				
MARIEQY	Marital equity between spouses						-50		
ALIEN	Lack of alienation		75						
SELFESTM	Self esteem		56						
S72N	Husband should be head of the family						57		
S154	Received info on new location before move							70	
S155	Written info on new location after move							47	
S157	No. of months waited for permanent housing								
S77B	Demand of family responsibilities					81			
S78B	Success with family responsibilities	44							
ARFMINTR	Lack of Army-family interference		43						
MARISEP	Lack of marital separation risk	81							
FAMSTRNG	Family coherence and strength	59							
S132	Happiness of marriage	85							
S79	Spouse involved decision to stay/leave Army								46
FAMDISAG	Infrequent family disagreements	49							
S124	Time since last duty-related separation								

\* Factor loadings less than .40 omitted; factor loading decimal points omitted.

Table 7

Rotated Factor Pattern<sup>a</sup> of Family Adjustment to Army Life Variables

Variable		Factors			
		1	2	3	4
WORKSTRS	Lack of work stress	80			
RELOCADJ	Relocation Adjustment				80
S72I	Spouse should feel part of the Army community			62	
S72K	Family should adjust to job demands			41	
AFFIT	Army/family fit		61		
MWRKSTRS	Lack of work stress - married soldiers	80			
ARPOLSUP	Support for Army policies		43		
S125C	Spouses need time to adjust after separation				
S130J	Family life must go well for work to go well				
S68P	Spouse total satisfaction this location		45		
S69P	Compare spouse's overall satisfaction			54	
S130N	Family life must go well for work to go well				
S147	Family adjustment to Army family life		56		
S156D	Problem w/spouse adjusting to location				-44
SPARINTR	Lack of spouse-Army job interference				

<sup>a</sup> Factor loadings less than .40 omitted; factor loading decimal points omitted.

The 27 variables measuring the use of social services by unit personnel yielded seven factors (see Table 8). Twelve of the variables had loadings greater than .40 on the first factor. The variables, Have used housing location referrals (S164Q2) and Have used sponsorship assistance (S164I2), had the highest loadings on this factor and were selected for the analyses. Both the second and third factors had only two variables with loadings greater than .40. The variables, Have used drop-in child daycare (S164BB2) and Have used full-day child daycare (S154CC2), had high loadings on the second factor. High loadings on the third factor were obtained by the variables, Quality of schools at this location (S68R) and Compare (Army vs. civilian) quality of schools for children (S69R). The remaining four factors each had only one variable with a loading greater than .40. Eight of the social service utilization variables were selected for use in the regression analyses.

The factor analyses of the 11 variables measuring aspects of the work role of the soldiers' spouses yielded four factors (see Table 9). The first two factors apparently reflect the unit soldiers' perceptions of their spouses' job opportunities and job satisfaction at the unit's location. The variables, Compare (Army vs. civilian life) spouse's job satisfaction (S690) and Compare job opportunities at the unit's location (S69N), had high loadings on the first factor. Soldier ratings of their spouse's job satisfaction (S680) and job opportunities (S68N), had high loadings on the second factor.

Table 8

## Rotated Factor Pattern\* of Social Service Utilization Variables

Variable ID	Variable Description	Factors						
		1	2	3	4	5	6	7
S164A2	Have used budget counseling							
S164C2	Have used emergency loan service					56		
S164D2	Have used spouse employment referrals							
S164G2	Have used community orientation	67						
S164H2	Have used premove information	66						
S164I2	Have used sponsorship assistance	70						
S164J2	Have used lending closet	57						
S164L2	Have used directory of community service	64						
S164M2	Have used services for families off-post	41						
S164O2	Have used information/referral services	57						
S164P2	Have used libraries	69						
S164Q2	Have used housing location referrals	72						
S164R2	Have used legal services	69						
S164S2	Have used recreation services	62						
S164Y2	Have used individual counseling		77					
S164B2	Have used drop-in child daycare		74					
S164CC2	Have used full-day child daycare				60			
S164DD2	Have used child abuse service							
S164FF2	Have used youth recreation programs	50						
S164GG2	Have used youth employment programs							
S88D	Person available for emergency child care							
S145	Rate your youngest child's child care							41
S68R	Quality of schools at this location			63				
S69R	Compare quality of schools for children			74				
S156C	Problem w/children adjusting to location							
ARMYSER	Seeking help would <u>not</u> hurt career							
PARCHSAT	Satisfaction with parent/child relationship						-48	

\* Factor loadings less than .40 omitted; factor loading decimal points omitted.

Table 9

Rotated Factor Pattern<sup>a</sup> of Spouse Working Role Variables

Variable ID	Variable Description	Factors			
		1	2	3	4
S111	Spouse is in civilian labor force				
S114A	Wants wife working full time				90
S114B	Wants wife in civilian career			66	
S115A	Wants wife working FT 5 yrs from now				52
S115B	Wants wife in civ career 5 yrs from now			91	
S68N	Job opportunity for spouse this location		79		
S68O	Spouse job satisfaction this location		68		
S69N	Compare job opportunities for spouse	84			
S69O	Compare spouse's job satisfaction	86			
S130I	Family needs should come before Army needs				
S156F	Problem w/spouse finding employment		-49		

<sup>a</sup> Factor loadings less than .40 omitted; factor loading decimal points omitted.

The third and fourth factors reflected whether the soldiers wanted their spouses to have a civilian career or to be working full time at the present time or five years from now. The variables, Wants spouse to have a civilian career five years from now (S115B) and Wants spouse to have a civilian career at the present time (S114B), had high loadings on the third factor. The variables, Wants spouse working full time now (S114A) and Wants spouse working full time five years from now (S115A), had high loadings on the fourth factor. Eight of the spouse work role variables were selected for inclusion in the regression analyses, four variables for each data subset.

Five factors were extracted in the factor analysis of the 14 variables measuring spouse readiness and supportiveness of the soldier's Army career (see Table 10). The first two factors reflected the supportiveness given the soldier by his/her "significant other." High loadings on the first factor were obtained by the variables, Spouse supportiveness of being in the Army (S133) and having an Army career (S134). The variables, Girl/boyfriend supportiveness of being in the Army (S95) and having an Army career (S96), had high loadings on the second factor. The third factor reflected how well the spouse handled the last separation due to the soldier's military duties. The variables, Separation made spouse more independent (S125A) and the Soldier was proud of how the spouse handled things during separation (S125B), had high loadings on this factor. Each of the remaining two factors had only one variable with a high loading. Eight of the spouse readiness/supportiveness variables were selected for inclusion in the hierarchical regression analysis.

Table 10

Rotated Factor Pattern<sup>a</sup> of Spouse Readiness/Support Variables

Variable		Factors				
ID	Variable Description	1	2	3	4	5
SPOINV	Spouse involvement in soldier's career	59				60
S133	Spouse supportiveness of being in Army	84				
S134	Spouse supportiveness of Army career	81				
SEPCOP	Spouse copes well in soldier's absence					
SEPANXTY	Low separation anxiety				86	
S125A	Separation made spouse more independent			81		
S125B	Soldier proud way spouse handled things			49		
S129A	Spouse has power of attorney					
S129B	Has joint checking account with spouse					
S129C	Spouse has savings for emergencies					
S93	Engaged/significantly involved with someone					
S95	Supportiveness girl/boyfriend Army serv.		90			
S96	Supportiveness girl/boyfriend Army career		70			
S98	Marriage discussed with girl/boyfriend					

<sup>a</sup> Factor loadings less than .40 omitted; factor loading decimal points omitted.

The last factor analysis of variables based on unit soldier responses to the Soldier Questionnaire involved 16 variables that measured soldier satisfaction with the Army and personal commitment to the Army. Four factors were extracted (see Table 11). Eight variables, measuring various aspects of soldier satisfaction, had loadings over .40 on the first factor. The two variables with the highest loadings were community satisfaction (COMMSAT) and Army-civilian community comparisons (COMMCOMP). Seven variables had loadings of .40 or more on the second factor with Agreement/commitment to Army values (ARMYVAGR) and Being a good soldier is important (SOLDIER) having the highest loadings. Two variables had high loadings on the third factor: Currently seeking information about civilian jobs (S84) and Applied for a civilian job last year (S81). The fourth factor reflected satisfaction with personal freedom/time (TIMESAT) and favoring Army vs. civilian personal freedom/time (TIMECOMP). The eight variables mentioned above were selected for inclusion in the hierarchical regression analyses.



Table 11

Rotated Factor Pattern<sup>a</sup> of Soldier Commitment Variables

Variable ID	Variable Description	Factors			
		1	2	3	4
SOLDIER	Being a good soldier is important		71		
WORKSAT	Work Satisfaction	51	46		
ARMYVAGR	Agreement/commitment to Army values		76		
S72B	My values and Army's values are similar		62		
S73	Satisfaction with Army as way of life	52	59		
S75B	Feels charged up by work accomplishments				
JOBCOMP	Army-Civilian job comparisons	51	47		
COMMSAT	Satisfaction with community	77			
TIMESAT	Satisfaction with personal freedom/time	54			65
COMMCOMP	Army-Civilian community comparisons	71			
TIMECOMP	Army-Civilian freedom/time comparisons	55			62
S153	Wanted to move to current location				
S160	Satisfaction with current housing	44			
S81	Applied for civilian job last year			58	
S82	Currently seeking civilian job info			66	
S84	Likelihood of remaining in the Army		60		

<sup>a</sup> Factor loadings less than .40 omitted; factor loading decimal points omitted.

Four factors were extracted in the factor analysis of the 13 Unit Information Form variables (see Table 12). The variables having the highest loadings on the first factor were Unit encourages spouse support network (UI2114) and Unit has family support group (UI2113) which measure the amount of direct support units provide families. The highest loadings on the second factor were obtained by two variables which reflect the amount of family activities sponsored by the units -- Unit has activities for all in the family (U216), and Unit has social events for families (UI217). Only one variable, Unit introduces spouse to world of work (UI215), had a high loading (above .40) on the third factor. Similarly, only one variable, Unit allows time for non-urgent family matters (UI2110), had a high loading on the fourth factor. Seven of the Unit Information Form variables were selected for use in follow-on multiple regression analyses.

Table 12

Rotated Factor Pattern<sup>a</sup> of Unit Information Form Variables

Variable		Factors			
ID	Variable Description	1	2	3	4
UI211	Unit has active sponsorship program		43		
UI212	Unit provides family orientation				
UI213	Unit publishes family newspaper				
UI214	Unit informs family re unit activities	42			
UI215	Unit introduces spouse to world of work			82	
UI216	Unit has activities for all in family		64		
UI217	Unit has social events for families		64		
UI218	Unit regulates work hours				
UI2110	Unit allows time for non-urgent family matters				49
UI2111	Unit encourages spouse volunteer work				
UI2112	Unit provides pre-deployment programs	61			
UI2113	Unit has family support group	65			
UI2114	Unit encourages spouse support network	86			

<sup>a</sup> Factor loadings less than .40 omitted; factor loading decimal points omitted.

## Phase II--Hierarchical Regression Analysis Results

In both (subsample A and B) hierarchical multiple regression analyses, 55 variables were introduced into the equations in 12 variable sets ranging in size from two to eight variables. The independent variables used in the analyses are listed in Tables 13 and 14. The tables also give the  $R^2$  obtained after the addition of each variable set and the statistical significance of the increase in  $R^2$  that resulted. For the variable sets that increased  $R^2$  significantly (at the .10 level) in one subsample or the other, the significance of the regression weights of the variables in the sets is given ( $P \leq .10$ ).

The results obtained for the two subsamples were fairly similar. In both analyses, the variable sets, Soldier Demographics, Unit Environment, Family Demographics, and Individual Readiness Model variables, raised the  $R^2$  significantly upon entry into the equation. In neither subsample did the variable sets, Family Strength and Adaptation, Social Service Utilization, Spouse Readiness/Support, or Soldier Commitment raise the  $R^2$  significantly upon entry. Two sets of variables, Unit Type and Location and Unit Work Demands, entered significantly into the subsample A equation, but not the subsample B equation. Conversely, two sets of variables, Family Adjustment to Army Life and Spouse Work Role, entered significantly into the subsample B equation, but not the subsample A equation.

Table 13

Sample A Hierarchical Multiple Regression Analysis of Unit Readiness  
(n = 193 Units)

Variable Set Inputted	R <sup>2</sup> After Addition	Significance <sup>a</sup> of R <sup>2</sup> Increase	Factor ID	Significance <sup>a</sup> of Variable First Introduced	Significance <sup>a</sup> of Variable B Wt. At End of Run
A. Soldier Demographics					
AGE Soldier's age	.085	.0037	A-1		.0643
S57D Transportation to unit in emergency			A-2		.0817
S58 2nd job during off-duty hrs in 1988			A-3		
S159A Living on post			A-4		
S11 Soldier member of minority group			A-5, B	.0066	
S13 Highest level of education completed			A-1		
S66 Total amount of money you owe			A-2	.0997	
S150 No. of months at current location			A-6		
B. Unit Type & Location					
REGION2 Unit is in EUROPE	.186	.0002	B-1		
UNACOM2 Unit is in TRADOC			B-2		
UICTYPE1 Unit is a combat unit			B-3, 2	.0001	.0579
UNACOM4 Unit is in Health Services Command			B-4		
C. Unit Work Demands					
S122 Extended marital separation past 12 months	.210	.0671	C-1		
S77A Demand of work responsibilities			C-2	.0502	
D. Unit Environment					
UMORALE Unit morale	.459	.0001	D-1	.0001	.0004
S72G Army is responsive to family needs			D-2	.0001	.0044
E. Family Demographics					
CH1014 Has child age 10-14	.528	.0021	E-1		
S103 English first language of spouse			E-2		
S4 Children living with you/paying support at entry			E-3		
CH12 Has child age 1-2			E-4	.0661	.0908
S92 Currently married			E-5	.0488	
S5 Ever been single parent/have child with you			E-7		
S138 Are you/is your spouse pregnant			E-9		
S136 No. of dependent children living with you			E-6	.0001	.0050

<sup>a</sup> Probabilities greater than .10 are not reported.

(Continued)

Table 13 (Cont.)

Variable Set	Inputted	R <sup>2</sup> After Addition	Significance <sup>1</sup> of R <sup>2</sup> Increase	Factor ID	Significance <sup>2</sup> of Variable 8 Wt First Introduced	At End of Run
F.	Family Strength and Adaptation S132 Happiness of marriage SELFESTM Self esteem COMWSUPP Community support network S155 Written info on new location after move S90 Close relative who lives within 2 hrs. S79 Spouse involved decision to stay/leave Army	.548		F-1 F-2 F-3 F-7 F-4 F-8		
G.	Family Adjustment to Army Life WORKSTRS Lack of work stress S147 Family adjustment to Army family life S72K Family should adjust to job demands S156D Problem w/spouse adjusting to location	.557		G-1 G-2 G-3 G-4		
H.	Social Service Utilization S164Q2 Have used housing location referrals S164CC2 Have used full-day child daycare S69R Compare quality of schools for children S164A2 Have used budget counseling	.567		H-1 H-2 H-3 H-5		
I.	Spouse Work Role S690 Compare spouse's job satisfaction S680 Spouse job satisfaction this location S1158 Wants wife in civ career 5 yrs from now S115A Wants wife working Ft 5 yrs from now	.582		I-1 I-2 I-3 I-4		
J.	Spouse Readiness/Support S133 Spouse supportiveness of being in Army S96 Supportiveness girl/boyfriend Army career S125A Separation made spouse more independent SPD1NV Spouse involvement in soldier's career	.597		J-1 J-2 J-3 J-5,1		
K.	Soldier Commitment COMMSAT Satisfaction with community SOLDIER Being a good soldier is important S82 Currently seeking civilian job info TIMECOMP Army-Civilian freedom/time comparisons	.614		K-1 K-2 K-3 K-4		
L.	Individual Readiness Model S15 Selected for promotion to next rank/grade S78A Success with work responsibilities S164D2 Have used spouse employment referrals ARPOLSUP Support for Army policies WORKSAT Work satisfaction	.648	.0176	A C H G-2 K-1,2	.0302  .0106 .0737	.0302  .0106 .0737

Table 14

Sample B Hierarchical Multiple Regression Analysis of Unit Readiness  
(n = 201 Units)

Variable Set Inputted	R <sup>2</sup> After Addition	Significance <sup>a</sup> of R <sup>2</sup> Increase	Factor ID	Significance <sup>a</sup> of Variable B Wt First Introduced	Variable B Wt At End of Run
A. Soldier Demographics					
S14NEW Soldier pay grade/rank	.108	.0045	A-1		
S57C Car available whenever needed			A-2		
S62 Currently working second job			A-3		
S159C Renting off post			A-4		
S10 Sex (percent male)			A-8,5	.0003	.0552
AFQTP Armed Forces Qual Test Percentile Scores			A-1,5		
S67 No. of months not paid bills in past 12 months			A-7	.0016	.0004
ENTRYAGE Soldier's age at time of entry			A-6		
B. Unit Type & Location					
REGION1 Unit is in CONUS	.132		B-1	.0876	
UMACOM1 Unit is in FORSCOM			B-1,2		
UICYPE2 Unit is a combat service support unit			B-3		.0429
UICYPE3 Unit is a TDA unit			B-2,4		
C. Unit Work Demands					
S121 No. of nights away overnight last 6 months	.132		C-1		
S35 No. of hours work in Army job typical week			C-2		
D. Unit Environment					
UPERSUPP Unit personnel support	.278	.0001	D-1	.0440	.0079
LFSUPP Leader support for families			D-2	.0001	.0372
E. Family Demographics					
S99 No. of years married to current spouse	.361	.0051	E-1		
S100 Spouse born in U.S.			E-2		
S3 Married at entry into active duty			E-3		
CH35 Has child age 3-5			E-4	.0289	.0117
MARSTAT1 Married to military spouse			E-5	.0059	.0211
MARSTAT2 Formerly married			E-7		
CH0 Has child less than 1 year old			E-9		
S8C Guardian served in Armed Forces			E-8	.0602	.0153

<sup>a</sup> Probabilities greater than .10 are not reported.

(Cont Inued)

Table 14 (Cont.)

Variable Set Inputted	R <sup>2</sup> After Addition	Significance <sup>1</sup> of R <sup>2</sup> Increase	Factor ID	Significance <sup>2</sup> of Variable B Wt First Introduced	At End of Run
F. Family Strength and Adaptation					
MARISEP Lack of marital separation risk	.391		F-1		
ALIEN Lack of alienation			F-2		
SOCSUPP Social support availability			F-3		
S154 Received info on new location before move			F-7		
S778 Demand of family responsibilities			F-5		
S72N Husband should be head of the family			F-6		
G. Family Adjustment to Army Life	.419	.0978			
MMKSTRS Lack of work stress - married soldiers			G-1		
AFFLT Army/family fit			G-2		
S69P Compare spouse's overall satisfaction			G-3		
RELOCADJ Relocation adjustment			G-4		
H. Social Service Utilization	.441				
S16412 Have used sponsorship assistance			H-1		
S1648B2 Have used drop-in child daycare			H-2		
S68R Quality of schools at this location			H-3		
S164C2 Have used emergency loan service			H-5		
I. Spouse Work Role	.474	.0301			
S69N Compare job opportunities for spouse			I-1	.0552	
S68N Job opportunity for spouse this location			I-2	.0403	.0790
S1148 Wants wife in civilian career			I-3		
S114A Wants wife working full time			I-4		
J. Spouse Readiness/Support	.485				
S134 Spouse supportiveness of Army career			J-1		
S95 Supportiveness girl/boyfriend Army serv.			J-2		
S1258 Soldier proud way spouse handled things			J-3		
SEPANXTY Low separation anxiety			J-4		
K. Soldier Commitment	.506				
COMMCOMP Army-Civilian community comparisons			K-1		
ARMYVAGR Agreement/commitment to Army values			K-2		
S81 Applied for civilian job last year			K-3		
TIMESAT Satisfaction with personal freedom/time			K-4		
L. Individual Readiness Model	.539	.0693			
S578 Has current driver's license			A-2		
S37C Typically works at night in part/whole			C		
S788 Success with family responsibilities		.0324	F-1	.0324	
USUPSUPP Unit supervisor family support		.0227	D-1	.0227	
S84 Likelihood of remaining in the Army			K-2		

The multiple correlation coefficients (R) obtained for both equations were high after all 55 variables had entered the equation. In subsample A, R was equal to approximately .80 and in subsample B, R was equal to about .73. When adjusting the multiple correlations for sampling error and the number of variables in the equation, these coefficients shrunk to approximately .71 and .60, which are still quite respectable values.

Examination of the significance levels of the regression weights<sup>5</sup> of the individual variables comprising the sets (see Tables 13 and 14), led to the identification of variables that showed particular promise in explaining the variance of readiness across units. Foremost among these were the unit environment variables: Unit morale (UMORALE), Army is responsive to family needs (S72G), Unit personnel support (UPERSUPP), and Leader support for families (LFSUPP).<sup>6</sup> These variables essentially measure the soldier perceptions of the amount of support the unit leaders give soldiers and their families. This support may be the single most important factor in explaining the variance of unit readiness as it was measured in this research. (The entry of these variables into the equations raised  $R^2$  more than the additions of any other set of variables.)

Family demographics also apparently play a role in unit readiness. In both subsamples the addition of the family demographics variables significantly increased  $R^2$ . The variables, Has child age 1-2 (CH12), and Number of dependent children living with you (S136), had significant regression weights when first introduced into the subsample A equation and at the end of the run when all 55 variables had been introduced into the equation. Similarly, the variables, Has child age 3-5 (CH35), Married to a military spouse (MARSTAT1), and Guardian served in the Armed Forces (S8C), had significant regression weights when first introduced into the subsample B equation and after all the remaining variables had been introduced. Interestingly, the sign (whether positive or negative) of the variable regression weights were different for the variables, CH12 and CH35. CH12 had a positive weight in the subsample A regression analysis, while CH35 had a negative weight in the subsample B analysis. Number of dependent children living with you (S136) had a positive weight in the subsample A analysis indicating that higher numbers of dependent children was associated with higher unit readiness. Somewhat unexpectedly, the regression weight for Married to a military spouse (MARSTAT1) had a negative regression weight in the subsample B analysis. However, the regression weight for Guardian served in Armed Forces (S86) was positive, as expected.

Several soldier demographic variables had significant regression weights after all variables had been introduced into their respective equations. In the subsample A analysis, the variables, Has transportation to

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<sup>5</sup> The regression weight for a variable in a multiple regression equation indicates whether the variable is related to the dependent variable (in this case, unit readiness) when controlling for all the other variables in the equation.

<sup>6</sup> The individual items comprising these variables may be seen in Appendix B. These items, taken as a whole, point to the kinds of actions unit leaders could take to improve unit readiness.

unit in emergency (S57D) and Had second job during off-duty hours in 1988 (S58) had significant regression weights. In subsample B, the variables, Percent male (S10), and Number of months not paid bills in past 12 months (S67), had significant regression weights when first introduced into the equation and after all the remaining variables had been introduced. The regression weight for Percent male was positive throughout the hierarchical analysis whereas the regression weight for S67 remained negative in all steps of the analysis.

In both subsamples, the set of variables that were taken from the individual readiness model also increased the  $R^2$  significantly. These variables entered the hierarchical regression equation last. In the subsample A analysis, the variables, Selected for promotion to next rank/grade (S15), Support for Army policies (ARPOLSUP), and Work satisfaction (WORKSAT), had significant regression weights, whereas the variables, Success with family responsibilities (S78B) and Unit supervisor family support (USUPSUPP) had significant regression weights in the subsample B analysis. The regression weights for S78B, ARPOLSUP, and WORKSAT were positive in their respective equations, whereas the weights for S15 and USUPSUPP were negative. The significant negative weight for USUPSUPP may be attributable to its correlations ( $r$ ) with one or more other independent variables (e.g., Unit personnel support and Leader support for families) that are even more highly correlated with the dependent variable, unit readiness.<sup>7</sup>

In the subsample A hierarchical multiple regression analysis the addition of the unit type and location variables resulted in a significant increase in  $R^2$ . The variable, Unit is a combat unit (UICTYPE1), had a significant regression weight when it first entered the equation and after all variables had entered the equation. The regression weight in both cases was positive, indicating that combat units on the average had higher readiness than other types of units when controlling for the other variables in the equation.

The addition of the two unit work demand variables also resulted in a significant increase in  $R^2$  in the subsample A hierarchical analysis. The variable, Demand of work responsibilities (S77A), had a significant positive regression weight when it first entered the equation. However, the regression weight turned negative and was not statistically significant after all variables had entered the equation.

The variable sets, Family Adjustment to Army life, and Spouse Work Role, did not raise  $R^2$  significantly in the subsample A equation but did so in the subsample B equation. However, none of the four variables in the family adjustment set had significant regression weights either when they first entered the subsample B equation or after all variables had been entered. Two of the spouse work role variables had significant regression weights when they first entered the equation -- Job opportunity for spouse this location (S68N) and Wants wife in civilian career (S114B). Both of these variables had negative regression weights. After all variables had entered the equation

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<sup>7</sup> If  $X_1$  and  $X_2$  are two independent variables both positively related to  $Y$ , the dependent variable, but the product  $r_{12} r_{1Y}$  is greater than  $r_{2Y}$ , then the regression weight of  $r_{2Y}$  could be negative in the equation despite the positive relationship of  $X_2$  with  $Y$ .



these regression weights were still negative, but only S114B had a statistically significant weight.

As mentioned earlier, the variable sets, Family Strengths and Adaptation, Social Service Utilization, Spouse Readiness/Support, and Soldier Commitment, did not raise  $R^2$  significantly when they first entered the subsample A and subsample B equations. However, examination of the significance of the regression weights of the 36 variables in these sets did indicate that some of the variables had significant weights after all variables had been entered into the respective equations. In particular, of the eight variables measuring spouse readiness/support in the A and B variable sets, four had significant weights: Spouse supportiveness of being in the Army (S133), Spouse supportiveness of an Army career (S134), Separation made spouse more independent (S125A), and Spouse involvement (SPOINV). These variables, as well as the variables in the other three sets, were considered for inclusion in the Phase III modelling analyses.

The seven Unit Information Form (UIF) variables that had been selected earlier were subdivided into two groups. Four variables were assigned to data set A and three variables to data set B. A multiple regression equation was then derived in each data set using unit readiness as the dependent variable and the assigned UIF variables as the independent variables. The  $R^2$  attained in data set A was .020, which was not significantly different from zero at the .10 level. None of the four variables (Unit encourages spouse support network, Unit has social events for families, Unit introduces spouse to world of work, and Unit regulates work hours) entered the equation with significant regression weights. However, all three independent variables (Unit has family support group, Unit has activities for all in family, and Unit allows time for non-urgent family matters) used in data set B entered into the equation with significant regression weights ( $P \leq .05$ ). The  $R^2$  attained in data set B was .172 which was significant at the .0001 level. These inconsistent results are puzzling. They may be the result of random sampling effects. At any rate they should be confirmed on an independent sample of units.

### Selection of Model Variables

The results of the factor analyses and hierarchical regression analyses were considered in the selection of variables for inclusion in the initial LISREL modelling. Each of the 117 independent variables that were used in the regression analyses were evaluated using three principal criteria:

- (1) The apparent ability of the variable to explain unit readiness variance (as determined by the significance of its regression weight in the subsample equation or that of its factorial counterpart in the other subsample equation).
- (2) The degree to which the variable represented a main construct in the theoretical model (as determined by its content and factor loadings).
- (3) The perceived importance of demonstrating whether the factor measured by the variable did or did not impact unit readiness (as determined by the overall objectives of the AFRP and Army personnel policy issues, e.g., selection, assignment, and retention).

Table 15 lists the variables initially selected for inclusion in the modeling effort and gives the primary reason(s) for selection. The variables are grouped in the table by the variable sets used in the initial LISREL model.

### Phase III--LISREL Results

This section highlights the most salient results of the modeling effort. Three models will be described: (1) the initial model (Figure 2), (2) an intermediate model that changed the causal ordering and makeup of some variable blocks, and (3) the final model, containing fewer variables and a different ordering of variable blocks. Information regarding the fit of each model is presented, as well as descriptions of the model modifications and the justification for them. More specific information on the effects of the variables on unit readiness and each other is provided for the final model. The intercorrelations among the model variables are presented in Table 16.

Model I. As given in Figure 2, the initial model contains 35 variables (12 exogenous, 23 endogenous) and nine variable blocks (3 exogenous, 6 endogenous). The model contains 185 paths. Because each endogenous variable also contains an error term, there are 208 estimated parameters in this model. The goodness-of-fit statistics (chi-square, goodness-of-fit index, and root mean square residual) are given in Table 16. The root mean square residual (RMR) is the average difference between the elements of the sample and fitted correlation (or covariance) matrices. Hence, the RMR is useful for comparing models fitted to the same data but not for those fitted to different data.

Table 17 indicates that the initial model does not provide good fit to the data. First, note that the chi-square is significant. Yet, this is not particularly informative because of the extreme dependence of chi-square on sample size. With large samples, virtually no model will yield a non-significant chi-square because the statistical power is too great. By the same token, virtually any model will fit when samples are small. The large sample of 495 units makes it difficult to obtain a non-significant chi-square. Nevertheless, the chi-square can be used to calculate a number of other fit statistics (cf. Bentler & Bonett 1980; Mulaik et al., 1989) and to test whether estimating additional model parameters increases fit to a larger degree than that expected by chance.

Perhaps more useful are the values of the goodness-of-fit index (GFI) and the RMR. Here, we see that the GFI is .80. Generally, one would like the value of the GFI to be greater than .90, such values being indicative of good models. (At present, no significance test is available for the GFI.) The RMR is .11, again a large value. Recall that this value is the mean difference between the elements of the sample and fitted correlation matrices. This means that our model generates a correlation matrix that contains correlations whose absolute values differ from the sample correlations on average by .11. Clearly, a smaller value is desirable.

Table 15

## Variables Selected for Initial LISREL Model

Variable ID	Variable Description	Reasons for Selection <sup>a</sup>
<b>Exogenous Variables</b>		
<b>Unit Type</b>		
UICTYPE1	Unit is a combat unit	(1),(3)
UICTYPE2	Unit is a combat service support unit	(1),(3)
<b>Soldier Demographics</b>		
S10	Sex (percent males)	(1),(3)
S14	Soldier pay grade/rank	(2),(3)
S159C	Renting off post	(2),(3)
S150	No. of months at present location	(2),(3)
S8C	Guardian served in Army Forces	(1),(2),(3)
<b>Family Demographics</b>		
S92	Currently married	(2),(3)
MARSTAT1	Married to military spouse	(1),(2),(3)
S136	No. of dependent children living with you	(1),(2),(3)
S90	Close relative who lives within 2 hours	(2),(3)
S4	Children living with you/paying support at entry	(2),(3)
<b>Endogenous Variables</b>		
<b>Unit Support for Families and Soldiers</b>		
UPERSUPP	Unit personnel support	(1),(2),(3)
LFSUPP	Leader support for families	(1),(2),(3)
S154	Received info on new location before move	(2),(3)
UI2113	Unit has family support group	(1),(2),(3)
UI216	Unit has activities for all the family	(1),(2),(3)
UI2110	Unit allows time for non-urgent family matters	(1),(2),(3)
<b>Individual Responsibilities</b>		
S67	No. of mos. not paid bills in past 12 months	(1),(3)
S570	Transportation to unit in emergency	(1),(2),(3)
S62	Currently working second job	(1),(2),(3)
S16412	Has used sponsorship assistance	(2),(3)
<b>Family Strength and Adaptation</b>		
S132	Happiness of marriage	(2),(3)
ALIEN	Lack of alienation	(2),(3)
COMMSUPP	Community support network	(2),(3)
S77B	Demand of family responsibilities	(2),(3)
<b>Family Adjustment to Army Life</b>		
ARPOLSUP	Support for Army policies	(1),(2),(3)
MWRKSTRS	Lack of work stress - married soldiers	(2),(3)
AFFIT	Army/family fit	(2),(3)
RELOCADJ	Relocation adjustment	(2),(3)
<b>Army Commitment</b>		
WORKSAT	Work satisfaction	(1),(2),(3)
ARMYVAGR	Agreement/commitment to Army values	(2),(3)
S69P	Compare spouses overall satisfaction	(2),(3)
S134	Spouse supportiveness of Army career	(1),(2),(3)
<b>Unit Readiness</b>		
UNITREDY	Unit readiness	(2),(3)

- <sup>a</sup> Code: (1) Ability to explain readiness variance.  
 (2) Theoretical model relevance.  
 (3) Policy relevance.

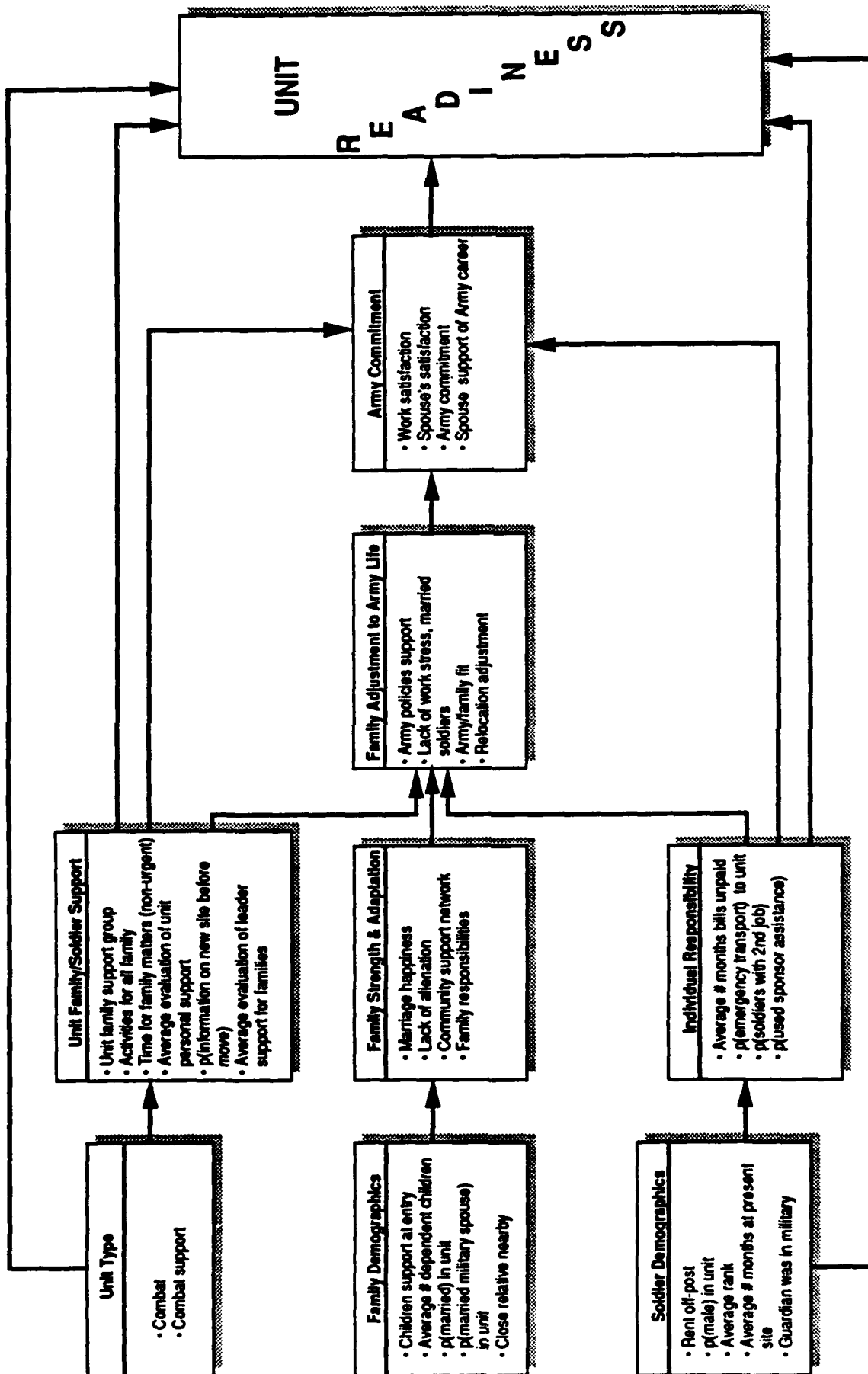


Figure 2. Army Family/Unit Readiness Model I.

Table 16. Intercorrelations of Model 1 Variables\*  
(n = 495 units)

	ODS	WICTYPE1	WICTYPE2	S_10	S_14NEW	S_159C	S_150	S_8C	S_92	WARSTAT1	S_136	S_90	S_4	PERSUPP	LFSUPP	S_154	UI_2113	UI_216	UI_2110
WICTYPE1	1.00																		
WICTYPE2	-0.46	1.00																	
S_10	0.53	-0.45	1.00																
S_14NEW	-0.24	-0.08	-0.13	1.00															
S_159C	0.02	-0.21	0.03	0.03	1.00														
S_150	0.04	-0.02	0.32	0.19	0.05	1.00													
S_8C	-0.04	-0.05	0.17	0.05	0.17	0.05	1.00												
S_92	-0.24	0.03	-0.20	0.52	0.15	0.10	0.04	1.00											
WARSTAT1	-0.37	0.30	-0.56	0.10	0.04	0.04	0.12	0.07	1.00										
S_136	0.01	0.03	0.06	0.10	0.04	0.04	0.12	0.07	0.06	1.00									
S_90	-0.08	-0.01	0.09	0.20	-0.02	0.23	0.10	0.07	0.13	0.07	1.00								
S_4	0.07	-0.08	0.01	-0.02	0.04	-0.10	-0.07	0.15	0.32	-0.01	0.02	1.00							
PERSUPP	-0.08	-0.15	-0.07	0.47	0.11	0.16	0.15	0.06	0.14	-0.01	0.15	0.13	1.00						
LFSUPP	0.03	-0.08	0.01	0.29	0.09	0.05	0.06	0.14	0.14	-0.01	0.11	0.08	0.02	1.00					
S_154	-0.08	-0.07	0.10	0.26	-0.14	-0.04	-0.03	0.01	0.14	-0.01	0.08	0.13	0.03	0.07	1.00				
UI_2113	0.24	-0.05	0.18	-0.18	-0.05	-0.03	0.01	-0.15	-0.09	-0.07	0.00	0.05	0.06	0.02	0.17	1.00			
UI_216	0.00	0.07	-0.04	-0.08	0.01	-0.05	-0.03	0.10	0.03	0.00	0.05	-0.13	-0.04	0.07	0.10	0.12	1.00		
UI_2110	0.06	0.06	0.00	0.05	0.05	0.03	0.10	0.13	0.27	0.12	0.17	0.11	-0.02	-0.22	-0.04	0.09	0.01	1.00	
S_67	0.15	-0.09	0.15	-0.09	-0.01	0.03	-0.01	0.05	0.01	0.16	-0.11	0.14	0.01	0.16	0.10	-0.02	-0.06	-0.01	1.00
S_570	-0.22	0.13	-0.16	0.17	0.08	0.07	0.13	0.19	0.40	0.32	0.06	0.14	0.02	0.17	0.05	0.23	0.00	0.07	0.10
S_62	-0.24	0.04	-0.12	0.07	-0.06	0.11	0.05	0.20	0.05	0.05	0.06	0.14	0.01	0.06	0.01	0.07	-0.06	0.07	0.07
S_16412	-0.30	0.02	-0.26	0.43	0.05	0.18	0.19	0.05	0.40	0.32	0.06	0.06	0.02	0.12	0.11	0.04	0.06	0.03	0.09
S_132	0.12	-0.13	0.04	0.14	0.00	0.13	0.05	0.10	0.43	0.22	0.09	0.22	0.00	0.43	0.28	0.12	-0.08	0.02	0.02
ALIEN	-0.15	-0.03	0.17	0.45	0.14	0.25	0.10	0.09	0.00	0.02	0.01	0.02	0.10	0.45	0.46	0.06	-0.02	0.02	0.02
COMPSUPP	-0.09	-0.03	-0.08	0.16	0.05	0.07	0.09	0.09	0.00	0.02	0.08	0.07	-0.10	0.45	0.46	0.06	-0.02	0.02	0.02
S_778	-0.08	0.10	-0.02	-0.06	0.07	-0.02	-0.04	-0.05	-0.12	-0.04	0.06	0.07	0.14	-0.11	0.02	0.01	0.04	-0.02	-0.03
ARPOLSUP	-0.10	-0.01	0.09	-0.18	-0.11	-0.03	-0.05	-0.04	0.23	0.07	0.06	0.07	0.14	-0.03	0.24	0.14	0.11	0.15	0.06
MARKSTNS	-0.09	-0.03	-0.05	0.31	0.02	0.11	0.04	0.04	0.18	0.02	-0.01	0.14	-0.04	0.39	0.42	0.19	-0.00	-0.02	0.11
AFFIT	-0.03	0.05	-0.14	0.31	0.01	0.14	-0.07	-0.07	0.19	0.22	-0.03	0.15	0.00	0.27	0.29	0.12	-0.02	0.04	0.07
RELDOAJ	0.16	-0.15	0.22	-0.18	-0.04	-0.12	-0.03	-0.03	-0.28	-0.11	-0.05	0.10	-0.09	0.01	0.24	0.14	0.03	0.06	0.04
WORKSAT	-0.18	0.03	-0.21	0.49	0.15	0.27	0.14	0.40	0.40	0.20	0.13	0.17	-0.09	0.66	0.53	0.23	-0.09	0.04	0.01
ARMYVAGR	-0.23	0.00	-0.14	0.63	0.04	0.27	0.09	0.09	0.49	0.14	0.12	0.19	0.06	0.54	0.45	0.30	-0.18	-0.04	-0.02
S_69P	-0.11	0.04	-0.07	0.32	0.02	0.15	0.02	0.18	0.18	0.13	0.07	0.29	0.04	0.29	0.33	0.14	-0.03	-0.04	0.00
S_134	-0.09	0.03	-0.09	0.31	0.01	0.16	-0.05	-0.05	0.17	0.14	0.00	0.03	-0.02	0.23	0.30	0.17	-0.10	0.03	0.01
UNITMEAS	0.18	-0.16	0.19	0.10	-0.12	0.12	0.10	0.10	-0.01	-0.21	0.19	0.12	-0.08	0.39	0.32	0.10	0.18	0.12	0.12

\* Correlations of .09 and above or -.09 and below are significantly different from zero at the .05 level using a 2-tailed test.

**Table 16. Intercorrelations of Model 1 Variables (cont.)**

OBS	S_67	S_570	S_62	S_16412	S_132	ALIEN	CONSUMP	S_778	ARPOLSUP	MARKSTRS	AFFIT	RELOCADJ	WORKSAT	ARMYVAGR	S_69P	S_134	UNITHEAS
S_67	1.00																
S_570	0.13	1.00															
S_62	0.03	0.17	1.00														
S_16412	-0.17	0.15	0.26	1.00													
S_132	-0.03	0.01	-0.10	-0.04	1.00												
ALIEN	-0.11	0.19	0.12	0.19	-0.04	1.00											
CONSUMP	-0.10	0.12	0.12	0.05	0.07	0.28	1.00										
S_778	-0.07	0.09	0.07	0.13	0.00	-0.03	-0.07	1.00									
ARPOLSUP	-0.06	-0.01	-0.04	-0.12	0.06	-0.01	0.23	0.15	1.00								
MARKSTRS	-0.16	0.10	-0.02	0.03	0.24	0.43	0.31	-0.12	0.18	1.00							
AFFIT	-0.13	0.04	-0.07	0.14	0.40	0.27	0.22	0.10	0.22	0.33	1.00						
RELOCADJ	0.06	-0.05	-0.16	-0.24	0.02	0.09	0.22	-0.13	0.30	0.22	0.01	1.00					
WORKSAT	-0.22	0.17	0.04	0.27	0.08	0.52	0.40	0.11	0.07	0.43	0.39	0.07	1.00				
ARMYVAGR	-0.25	0.12	0.06	0.30	0.12	0.51	0.29	0.10	0.02	0.43	0.43	-0.04	0.71	1.00			
S_69P	-0.05	0.07	-0.01	0.03	0.19	0.39	0.18	0.01	0.21	0.40	0.42	0.14	0.41	0.45	1.00		
S_134	-0.20	0.06	0.03	0.11	0.22	0.40	0.28	0.04	0.30	0.48	0.55	0.10	0.46	0.54	0.49	1.00	
UNITHEAS	-0.17	-0.01	0.01	-0.13	0.06	0.09	0.13	-0.06	0.19	0.21	0.10	0.08	0.29	0.19	0.21	0.09	1.00

Table 17

## Model Fit Indexes

Model	$\chi^2$	df	GFI <sup>a</sup>	RMR <sup>b</sup>	R <sup>2</sup> for Unit Readiness
I	2066.32*	344	.80	.11	.35
II	1369.72*	252	.87	.07	.38
III	554.28*	139	.93	.05	.37

<sup>a</sup> GFI = Goodness-of-fit index

<sup>b</sup> RMR = Root mean square residual

\*  $p < .001$

Model II. Examination of the modification indices for Model I and the sample correlation matrix suggested that much of the model's lack of fit was due to relationships between variables within some of the variable blocks that are not taken into account. For example, there were large values for the relationship between Work satisfaction (WORKSAT) and Agreement/commitment to Army values (ARMYVAGR) in the Army Commitment block. Also, the results suggested strongly that paths should be estimated between (1) the Soldier and Family Demographic blocks and the Unit Support for Families and Soldiers block, and (2) the Unit Support for Families and Soldiers and the Family Strength and Adaptation blocks. Using this information, the following changes were made to Model I:

- Paths were estimated from the Family and Soldier Demographics variable blocks to the Unit Support for Families and Soldiers block;
- The Family Strength and Adaptation block was placed more endogenous to the model, and paths were estimated to this block from Unit Support for Families and Soldiers;
- The Army Commitment block was split into three parts: (1) the variable Agreement/commitment to Army values (ARMYVAGR) became the only variable in this block; (2) the variables Work satisfaction (WORKSAT) and Compare spouse's overall satisfaction (S69P) were placed into a variable block labelled Satisfaction, exogenous to Army Commitment; and (3) the variable Spouse supportiveness of Army career (S134) was placed in the block Family Adjustment to Army Life.

These changes resulted in Model II (Figure 3). This model also contains 35 variables (12 exogenous, 23 endogenous) but has 10 variable blocks (3 exogenous, 7 endogenous). There are 277 paths, which combined with the 23 endogenous disturbance terms yield 300 estimated parameters. The goodness-of-fit statistics for Model II presented in Table 17 indicate that this model provided a much better fit to the data than Model I. (Recall, however, that better fit is assured because modifications were made based upon the current data, and Model II was refitted to those same data.) The GFI of .87 is much more respectable, and the RMR has dropped to .07. Nevertheless, there is still room for improvement.

Examination of the results suggested that several variables were not contributing much to the prediction of unit readiness or other variables in the model. The variables were therefore deleted from the model. They were Received information on new location before move (S154), Transportation to unit in emergency (S57D), Support for Army policies (ARPOLSUP), and Agreement/commitment to Army values (ARMYVAGR). One exogenous variable, Child living with you/paying support at entry (S4) was deleted for the same reason.

Two other variables, Leader support for families (LFSUPP) and Spouse supportiveness of Army career (S134), were highly correlated with one or more variables in their block. Because variables within blocks are modeled as orthogonal, this contributed to lack of model fit. For example, Leader support for families (LFSUPP) was correlated .55 with Unit personnel support (UPERSUPP). Rather than splitting these variable blocks, the variables were omitted from the analyses. Unit personnel support was retained because of its higher correlation with Unit Readiness (.39 vs. .32).

Examination of the modification indices also indicated that paths should appear between the variable blocks Unit Support for Families and Soldiers and Individual Responsibility, and between Family Demographics and Individual Responsibility. These paths were allowed, resulting in the model presented in Figure 4.

Model III - Fit. The final model presented in Figure 4 contains only 28 variables (11 exogenous, 17 endogenous) and 9 variable blocks (3 exogenous, 6 endogenous). The number of paths is reduced to 184, which combined with the 17 endogenous disturbance terms yields 201 estimated parameters (compare this structure to Model I). The goodness-of-fit statistics for Model III are listed in Table 17. As the table shows, this model fits the data markedly better. The chi-square remains highly significant, but the GFI is now a very respectable .93. The RMR of .05 is still a bit high, but much of this is attributable to our strategy of maintaining intact variable blocks.

The modification indices for this model are consistently smaller than for the previous models, although a few large values remain. These values, however, are associated with individual variables in different blocks. For example, a large value obtains for Unit personnel support (UPERSUPP) and Lack of work stress--married soldiers (MWRKSTRS). The relatively large modification index for this pair of variables appears because their correlation in this sample is .39. The indices for the other pairs of variables between the two blocks to which these variables are assigned suggest that paths between the blocks would not be very useful. Thus, no further modifications were made to the model.



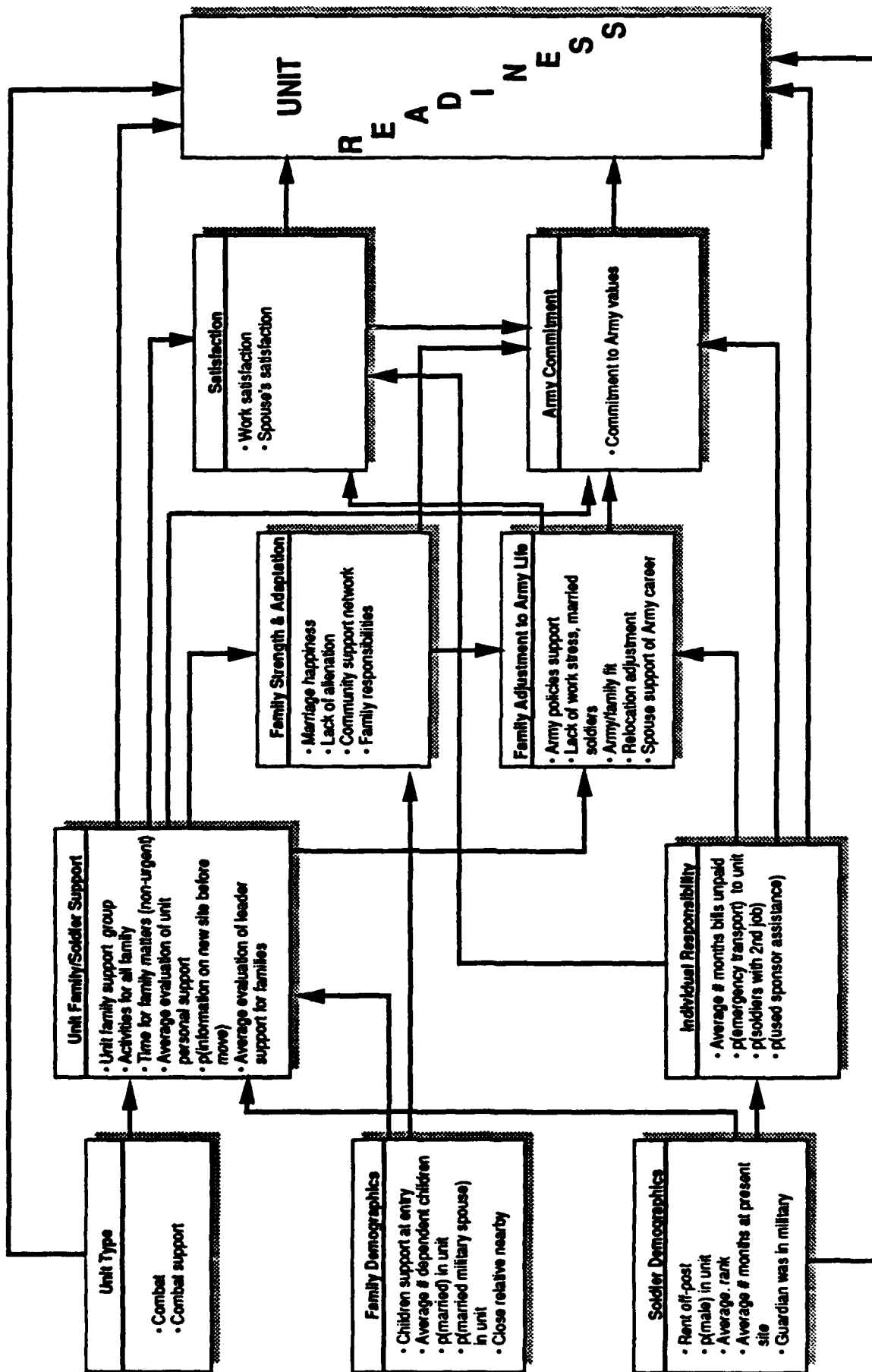


Figure 3. Army Family/Unit Readiness Model 1 II.

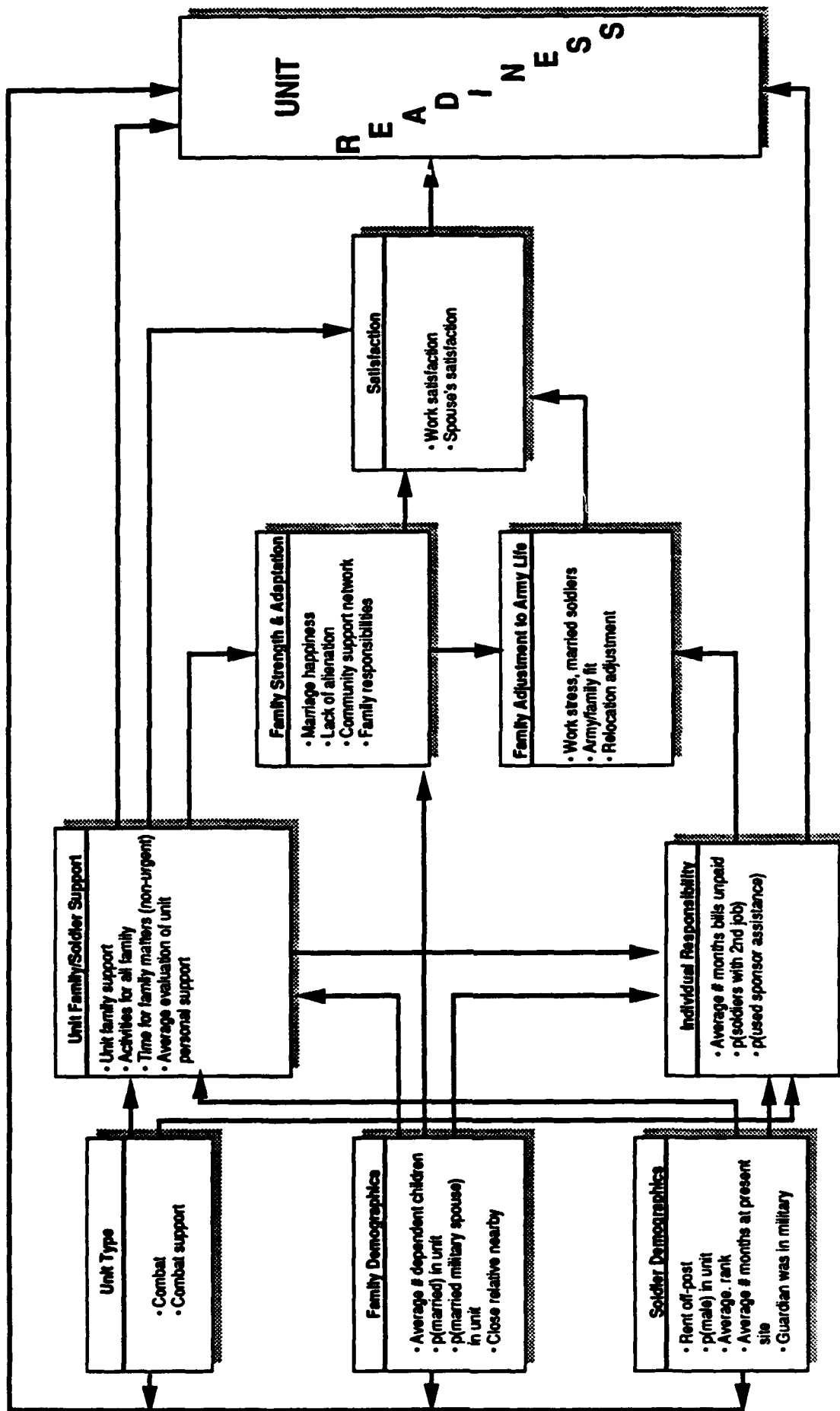


Figure 4. Army Family/Unit Readiness Model III.

Model III - Summary of Direct and Total Effects. The relationships among variables in a path model are described in terms of the direct, indirect, and total effects of the variables on each other. A direct effect is the relationship between two variables, independent of the other variables in the model. These effects are the path coefficients for the structural equation model. Any variable that is linked to another variable by an arrow in a path diagram has a direct effect on that other variable. In Figure 4, the variable block Unit Type has a direct effect on Unit Readiness. (One would expect, for example, that combat units would have higher unit readiness controlling for differences on the other model variables.)

A variable is said to have an indirect effect on a second variable if its relationship to that variable is mediated by one or more other variables. For example, referring again to Figure 4, the variables constituting Family Adjustment to Army Life have an indirect effect on Unit Readiness; the effects of the Adjustment variables on Readiness are mediated entirely by their relationships with the variables in the Satisfaction block. Note that although Family Adjustment to Army Life has no direct effect on Unit Readiness (there is no arrow leading from this block directly to Unit Readiness), it can still have an indirect effect. For example, in addition to its direct effect, Unit Type has an indirect effect on Unit Readiness. Part of this indirect effect is mediated through its direct effect on Unit Support for Families and Soldiers. The total indirect effect is filtered through all variable blocks that one passes through tracing backwards along the arrows leading from Unit Readiness to Unit Type. In Model III, the indirect effect of Unit Type is mediated by all subsequent variable blocks in the model.

Finally, the total effects of a variable are defined simply by the sum of its direct and indirect effects. The total effect may be smaller in absolute value than either the direct or indirect effect because these values may be of opposite signs.

One can calculate direct, indirect, and total effects for any of the endogenous variables in a path diagram.<sup>8</sup> In this report, emphasis will be on the effects of the variables on Unit Readiness. These effects are given in Table 18.

Considering the exogenous variables first, only four of these variables have significant direct and total effects on Unit Readiness: Unit is a combat unit (UICYPE1), Number of dependent children (S136), Married to a military spouse (MARSTAT1; a negative relationship), and Renting off post (S159C; a negative relationship).

As a block, Soldier Demographics do not have much of an effect on Unit Readiness. One variable, however, does deserve particular mention. The Average rank (S14) of personnel in a unit, although not having a significant direct or total effect on Unit Readiness, does carry a significant indirect effect. Inspection of the effects of this variable on other endogenous variables in the model reveals that the majority of the indirect effect is

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<sup>8</sup> Appendix C lists the effects of each antecedent variable in the model on each subsequent variable.

Table 18

## Direct, Indirect, and Total Effects on Unit Readiness--Model III

Variable ID	Variable Description	Direct	Indirect	Total
<b>(X)</b>				
<u>Unit Type</u>				
UICTYPE1	Unit is a combat unit	.11*	.04	.14*
UICTYPE2	Unit is a combat service support unit	-.03	-.01	-.04
<u>Family Demographics</u>				
S136	No. of dependent children living with you	.10**	.06**	.16*
S92	Currently married	-.02	.01	-.01
MARSTAT1	Married to military spouse	-.12*	-.05	-.17*
S90	Close relative who lives within 2 hrs.	.03	.03	.06
<u>Soldier Demographics</u>				
S159C	Renting off post	-.13**	.03	-.10*
S10	Sex (percent males)	.04	-.05	-.01
S14	Soldier pay grade/rank	-.03	.11**	.08
S150	No. of months at present location	.07	-.01	.06
S8C	Guardian served in Army Forces	.05	.02	.07
<b>(Y)</b>				
<u>Unit Support for Families and Soldiers</u>				
UI2113	Unit has family support group	.14**	-.01	.14**
UI216	Unit has activities for all the family	.12**	.01	.12**
UI2110	Unit allows time for non-urgent family matters	.08*	-.01	.08*
UPERSUPP	Unit personnel support	.30**	.12**	.42**
<u>Individual Responsibility</u>				
S67	No. of months not paid bills in past 12 months	-.17**	-.00	-.17**
S62	Currently working second job	.08*	-.01*	.07
S164I2	Has used sponsorship assistance	-.15**	.00	-.15**
<u>Family Strength and Adaptation</u>				
S132	Happiness of marriage	0	.01	.01
ALIEN	Lack of alienation	0	.07**	.07**
COMMSUPP	Community support network	0	.02*	.02*
S77B	Demand of family responsibilities	0	.02*	.02*
<u>Family Adjustment to Army Life</u>				
MWRKSTRS	Lack of work stress--married soldiers	0	.03**	.03**
AFFIT	Army/family fit	0	.05**	.05**
RELOCADJ	Relocation adjustment	0	.01*	.01*
<u>Satisfaction</u>				
WORKSAT	Work satisfaction	.11*	0	.11*
S69P	Compare spouse's overall satisfaction	.11**	0	.11**

\*  $p < .05$ \*\*  $p < .01$

carried through its substantial direct effect on Unit personnel support (UPERSUPP) in the Unit Support for Families and Soldiers block. Apparently, the higher the average rank of the soldiers in a unit, the more family/soldier support that is provided (or is perceived to be provided).

Further inspection of the effects of the exogenous variables on the intermediate endogenous variables makes it clear that, although the exogenous variables demonstrate few significant relationships with Unit Readiness, they do have large effects on some of the endogenous variables that do relate strongly to readiness. Along with the aforementioned effects of Average rank, the Proportion of soldiers currently married (S92) impacts most of the intermediate endogenous variables. Interestingly, these effects seem to cancel each other out, the result being that its effects on Unit Readiness given in Table 18 appear quite negligible.

Table 18 tells a different story for the model's endogenous variables. All of the variables in the variable blocks demonstrate a significant total effect on Unit Readiness except for two--Happiness of marriage (S132) and Currently working a second job (S62). This latter variable's total effect just misses significance, but its direct and indirect effects are significant. Note also that the variable blocks of Family Strength and Adaptation and Family Adjustment to Army Life both have only indirect effects on Unit Readiness. Hence, the total effects of the variables in these blocks are their indirect effects. The significant negative direct and total effects of the Individual Responsibility variables Average number of months bills unpaid (S67) and Has used sponsor assistance (S164I2) are also noteworthy. These results may indicate that soldiers with monetary and other difficulties could detract from the readiness of their unit.

Clearly, the most salient feature of Table 18 is the very large positive effects of Unit personnel support (UPERSUPP) on Unit Readiness. It carries the largest direct and indirect effect of any variable in the model. Indeed, all of the variables in the block, Unit Support for Families and Soldiers, have substantial direct and total effects on Unit Readiness, strongly suggesting that the amount of perceived support given to families by the unit has a substantial relationship to the readiness of that unit to perform its mission.

The work satisfaction level of unit soldiers (WORKSAT) and the satisfaction level of their spouses (S69P) also have a significant direct effect on unit readiness (the model postulated only direct effects for the Satisfaction variable block). As might be expected, Unit personnel support (UPERSUPP) had the largest effect on soldier work satisfaction. The variable Lack of alienation (ALIEN) in the Family Strength and Adaptation block also deserves special mention. This variable has strong effects on virtually all variables that succeed it in the model. In particular, it has large total effects on Lack of work stress--married soldiers (MWRKSTRS) and the two satisfaction variables Work satisfaction (WORKSAT) and Compare spouse's overall satisfaction (S69P). And, the variable with the largest effects on Lack of alienation (ALIEN) is Unit personnel support (UPERSUPP).

## Summary of Analytic Results

The LISREL analyses and the hierarchical regression analyses resulted in the identification of a number of variables or factors that were consistently related to unit readiness either directly or indirectly. Other variables were found fairly consistently not to be related to unit readiness when controlling for the other factors in the analyses. Table 19 lists the major concepts examined in the analyses and briefly summarizes our findings concerning their impact on unit readiness. These results are discussed more fully in the next section.

Table 19

### Summary of Analytic Findings: Factors Impacting and Not Impacting Unit Readiness

Factor	Apparent Impact on Readiness
Unit Type	Combat unit -- positive impact
Unit Location	Minimal impact
Family Demographics	Number of children -- positive impact. Currently married -- minimal impact English first language of spouse -- minimal impact Single Parent -- minimal impact Married to military spouse -- negative impact
Soldier Demographics	Soldier pay grade/rank -- positive impact Guardian/Parent served in Armed Forces -- positive impact Percent male -- minimal impact Soldier age -- minimal impact Soldier minority group status -- minimal impact No. of months at current location -- minimal impact Renting off post -- negative impact
Unit Support for Families and Soldiers	Highest positive impact.
Individual Responsibility	Currently working second job -- positive impact No. of months not paid bills -- negative impact Has used sponsorship assistance -- negative impact.
Family Strength and Adaptation	Positive impact
Family Adjustment to Army Life	Positive impact
Social Service Utilization	Minimal impact
Spouse Work Role	Minimal impact
Spouse Readiness/Support	Minimal impact
Reenlistment Intention	Minimal impact
Satisfaction	Soldier work satisfaction -- positive impact Spouse's satisfaction with Army -- positive impact

## DISCUSSION

Both the hierarchical regression analyses and the LISREL analyses yielded strong empirical evidence that a paramount factor in unit readiness is the amount of support that unit leaders provide to the families of soldiers in their unit. This finding is fully consistent with the emphasis put on the role of unit-soldier-family interactions on unit readiness by Kirkland and Katz (1989) and the Center for Army Lessons Learned (1991). It is also consistent with the finding by Sadacca, Stawarski, and DiFazio (In preparation) that unit family support plays an important role in individual readiness. Unit leader concern for their soldiers' families well-being apparently not only impacts unit readiness directly but also acts to enhance readiness indirectly through positively impacting family strength and adaptation, family adjustment to Army life, and soldier and spouse satisfaction. The importance of the role unit family/soldier support plays in unit readiness cannot be over-emphasized.

The finding that combat units tended to have higher unit readiness when controlling for the other measured factors is reassuring if not surprising. Combat units should be in a state of high readiness at all times according to Army doctrine. The analysis did not specifically address why combat units generally have higher readiness than other types of units. But it is fairly safe to assume that within combat units, taken as a group, those units having leaders that provide more support to soldiers and their families will tend to have higher readiness.

Several of the findings in regard to the role of family demographics in unit readiness were of particular interest. The positive direct and indirect effects on Unit Readiness of the Number of dependent children (S136) indicates that units having soldiers with comparatively larger number of dependent children do not necessarily have lower readiness; in fact, such units may tend to have higher readiness. In the LISREL analyses, Number of dependent children also had significant total and indirect effects on Soldier work satisfaction (WORKSAT), which in turn had a significant direct effect on unit readiness. The correlation matrix in Table 18 indicates that Number of dependent children, Soldier work satisfaction, and Unit readiness were significantly and positively intercorrelated. It may be that unit leaders are more aware and supportive of soldiers' families when there are more children involved. The role that soldiers' children play in unit readiness obviously needs to be further addressed in future research.

Another finding that needs to be addressed in future research is the apparent negative impact on unit readiness of having higher proportions of the unit soldiers married to military spouses. Of the model variables, Married to a military spouse had the highest negative correlation with Unit Readiness. Both the hierarchical regression and LISREL analyses indicated that the negative impact of Married to a military spouse was not necessarily attributable to its association with other model variables. Interestingly, Married to a military spouse had a negative total effect on Unit personnel support (UPERSUPP) and a positive total effect on Has used sponsorship assistance (16412); the total effects of both these latter variables on Unit Readiness were in the opposite direction.

The explanation of the apparent negative impact on unit readiness of having higher proportions of unit soldiers married to military spouses may lie in the types of units to which these soldiers are assigned. The military spouses of soldiers sampled in combat units would be almost exclusively females and would not be assigned to the combat units that their husbands were in. On the other hand, the military spouses of soldiers sampled in combat service and combat service support units would be both males and females and there are higher proportions of soldiers with military spouses in these units. In evaluating their unit readiness, the raters may have considered (perhaps unconsciously) the potential disruption to the unit if sizeable proportions of military spouses could not accompany their units when mobilized because of familial obligations.

The failure of the variable Currently married (S92) to have any significant effect either positively or negatively on Unit readiness is a noteworthy finding. The correlation between Unit Readiness and Currently married was practically zero. As reported earlier, proportion of soldiers in the unit that were married did have significant total effects on other model endogenous variables. But some of these variables, in turn, impact Unit Readiness positively while others impact readiness negatively, so the net effect is non-significant.

The failure of the Percent of unit soldiers who are males (S10) to have a significant effect on Unit Readiness in the LISREL analysis is also a noteworthy finding. Percent male had a significant correlation (.19) with Unit Readiness. However, this correlation may be attributable in part to the high correlation (.53) between Percent male and Unit is a combat unit (UICTYPE1).<sup>9</sup> In the LISREL analysis the total effect of Percent male was negative on two critical variables having positive total effects on unit readiness -- Unit personnel support (UPERSUPP) and Soldier work satisfaction (WORKSAT). In sum, these analyses provided no support for the fear that having higher percentages of female soldiers will lower the readiness of noncombat units.

The Percent of unit soldiers that are renting off-post (S159C) had significant negative total and direct effects on Unit Readiness. From the available data, it is not readily apparent why this result was obtained. Renting off-post was significantly positively correlated with Unit personnel support (UPERSUPP) and Soldier work satisfaction, two variables that had positive effects on Unit readiness, but it was also significantly positively correlated with Married to a military spouse (MARSTAT1), which had a negative effect on Unit Readiness. It may be that units with higher proportions of soldiers off-post have less cohesion or immediate deployability than other units.

The three endogenous variables comprising the Individual Responsibility variable block had significant direct effects on Unit Readiness. The indirect effects of these variables on Unit Readiness was almost nil. The direct effect of Currently working a second job (S62) was positive, while the direct effects of Number of months not paid bills in past 12 months (S67) and Has

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<sup>9</sup> Although combat units consist of all male soldiers there are other factors besides their being all male that could increase their readiness (e.g., potential for engagement).



used sponsorship assistance (S164I2) were negative. The negative impact of Has used sponsorship assistance may be of particular interest. Use of sponsorship assistance was negatively correlated (-.24) with Relocation adjustment (RELOCADJ) in the sample of units. In Model 3 the total effect of Has used sponsorship assistance on Relocation adjustment was significantly negative. (The effect of Relocation adjustment on Unit Readiness was positive.) However, we do not believe that the use of sponsorship assistance lowers relocation adjustment. Instead, we believe that soldiers who use sponsorship assistance probably do so in part because they are having or are apt to have relocation difficulties. The model tested, being recursive, did not allow reciprocal causation or causal feedback loops among the model variables.

The Family Strength and Adaptation and Family Adjustment to Army Life variables for the most part had significant positive indirect effects on Unit Readiness. The direct (total) effects of the Family Strength and Adaptation variables on the Family Adjustment to Army Life variables were generally high. In particular, the Happiness of marriage (S132) and Lack of alienation (ALIEN) variables positively and highly impacted Lack of Work Stress -- married soldiers (MWRKSTRS) and Army/family fit (AFFIT). Lack of work stress -- married soldiers and Army/family fit in turn had significant positive total effects on Work satisfaction (WORKSAT) and Compare spouse's overall satisfaction (S69P). So although the model did not specify direct effects of Family Strength and Adaptation and Family Adjustment to Army Life variables on Unit Readiness, these variables apparently do impact Unit Readiness through their effects on soldier and spouse satisfaction levels, which directly impact Unit Readiness. The results of the hierarchical regression and LISREL analysis, when viewed from a parsimonious measurement standpoint, indicate that it is probably unnecessary to obtain indexes of family functioning to explain unit readiness; measurement of soldier and spouse satisfaction levels would suffice. However, these satisfaction levels are obviously dependent on the well-being of the soldiers' families. Evidently, Army policies, procedures, and practices that successfully promote family-well being will enhance unit readiness.

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**APPENDIX A**

**Soldier Questionnaire and  
Unit Information Form**

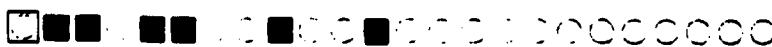
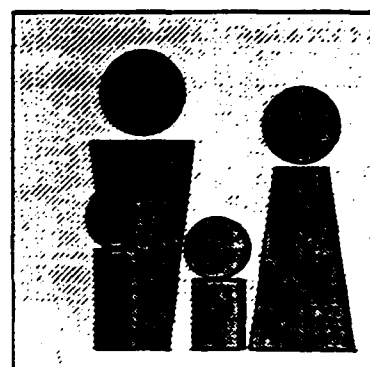
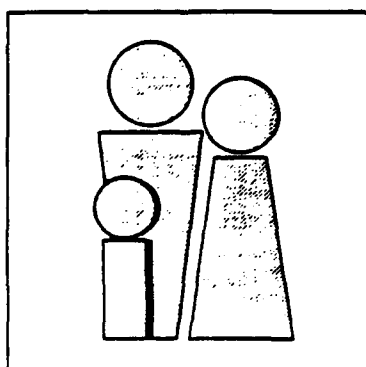
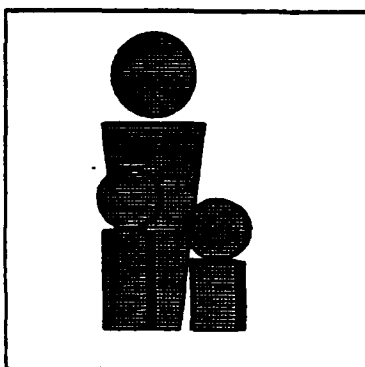
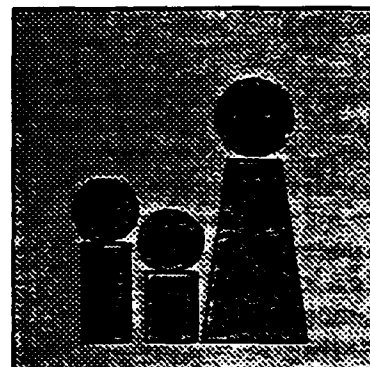
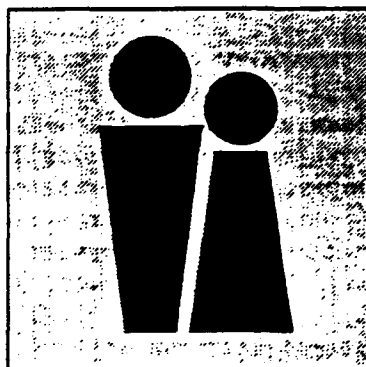
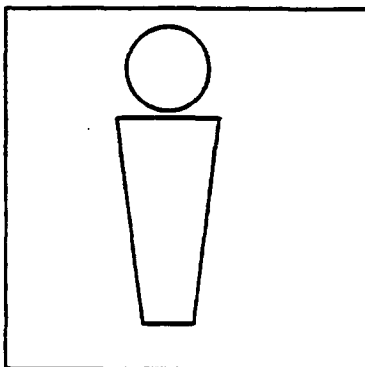
Army Family Research Program

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# 1989 Army Soldier and Family Survey

## SOLDIER SURVEY



02358

80083

# 1989 SOLDIER QUESTIONNAIRE

## INTRODUCTION

**Who are we?** We are conducting this research for the Army Research Institute under the sponsorship of the Army Community and Family Support Center. We are civilian contractors - Research Triangle Institute, Caliber Associates, and Human Resources Research Organization.

**Why is this research being done?** The survey addresses major issues in the Army Family Action Plan. It will help Army leaders design future policies and programs for soldiers and Army families. These policies and programs include support services, leadership training, and relocation help. Because this research is about soldiers and families, we will be sending questionnaires to spouses of married soldiers in the sample. Also, we may re-contact you at a later date for follow-up research.

**What are the questions about?** They are mainly about your military experience, your work, the Army, your community, and the moves you have made. Some questions ask about your family and friends, your career plans, and the preparedness of you and your unit to perform its mission.

**How were you selected?** We selected you for this world-wide research on Army soldiers and Army families through a scientific sampling procedure.

**Must you participate?** Your participation in this research program is voluntary. You may skip any questions to which you object, but please answer questions honestly. Your answers are very important because you represent many other soldiers like yourself and our research methods will not let us replace you.

## PRIVACY STATEMENT

The data you provide will be kept confidential and will be used for research purposes only. The contractors will not release personally identifiable data collected under this contract to anyone except as necessary to allow future contact for research purposes or to merge data records in ways allowed by law and regulation. Your answers and some personnel data obtained from records will be combined with those from other soldiers and spouses to prepare a report. This questionnaire will be held as confidential in accordance with Public Law 93-573, which is called the Privacy Act of 1974. Authority to conduct this research is contained in 10 United States Code Sections 137 and 2358, which authorize retention of military personnel and research to accomplish this objective.

## MARKING INSTRUCTIONS



**CORRECT MARK**



**INCORRECT MARKS**



- ERASE ALL CHANGES CLEANLY AND COMPLETELY
- MAKE NO STRAY MARKS IN THIS BOOK

# YOUR BACKGROUND

1. Are you currently working in your primary military occupation (PMOS) or basic branch?  
☐ Yes ☐ No

2. When does your current obligation end (ETS date or end of active duty obligation)?

MA Does not apply; I have an indefinite obligation.

EXAMPLE:

MONTH	YEAR
1	2
8	7
0	0
0	0
1	1
1	1
2	2
2	2
3	3
3	3
4	4
4	4
5	5
5	5
6	6
6	6
7	7
7	7

MONTH	YEAR
0	0
0	0
1	1
1	1
2	2
2	2
3	3
3	3
4	4
4	4
5	5
5	5
6	6
6	6
7	7
7	7
8	8
8	8

3. When you first entered active duty, were you... (MARK ONE)

- ☐ Single, never married  
☐ Remarried, was divorced or widowed  
☐ Married for the first time  
☐ Legally separated or filing for divorce  
☐ Divorced  
☐ Widowed

4. When you first entered active duty, did you have any children who were living with you or for whom you were paying child support?

☐ Yes ☐ No

5. While serving on active duty, have you ever been a single parent with your child living with you?

☐ Yes ☐ No

6. How important was each of the following in your decision to enter active duty the first time? (MARK ONE CIRCLE FOR EACH ITEM OR MARK DOES NOT APPLY.)

MA Does not apply; I was drafted

Very Important	Somewhat Important	Not Very Important	Not At All Important
Extremely Important			

- a. To develop maturity, discipline or responsibility ..... ☐ ☐ ☐ ☐ ☐
- b. To get trained in a skill/profession ..... ☐ ☐ ☐ ☐ ☐
- c. To serve my country ..... ☐ ☐ ☐ ☐ ☐
- d. To take time out to decide about my life plans ..... ☐ ☐ ☐ ☐ ☐
- e. To get money for further education ..... ☐ ☐ ☐ ☐ ☐
- f. To gain experience for a civilian job after service ..... ☐ ☐ ☐ ☐ ☐
- g. To fulfill ROTC or other educational commitment ..... ☐ ☐ ☐ ☐ ☐
- h. Lack of civilian job opportunities ..... ☐ ☐ ☐ ☐ ☐
- i. Chance to travel ..... ☐ ☐ ☐ ☐ ☐
- j. Military tradition in my family ..... ☐ ☐ ☐ ☐ ☐
- k. Security and stability of a job ..... ☐ ☐ ☐ ☐ ☐
- l. Retirement benefits ..... ☐ ☐ ☐ ☐ ☐

7. Which one of the following best describes your career/reenlistment plans when you entered active duty the first time? (MARK ONE)

- ☐ I planned to make the military a career.  
☐ I wanted to try it and see if I liked it, then decide whether to stay in.  
☐ I planned to stay in a short time and then leave.  
☐ I was undecided about my career plans when I entered.

8. Which one best describes your parents' or guardians' active duty military service? (MARK ONE CIRCLE FOR EACH PERSON)

Never Served	Never Served	Left or Retired 5 Years or More and Left	Served Less Than 5 Years and Left	Served 5 Years or More and Retired	Now Serving

- a. Father or Male Guardian ..... ☐ ☐ ☐ ☐ ☐
- b. Mother or Female Guardian.. ☐ ☐ ☐ ☐ ☐

9. Have any of your brothers or sisters ever served on active duty in the U.S. Armed Forces?

- ☒ MA Does not apply; I have no brothers or sisters.  
☐ Yes  
☐ No

10. Are you... ☐ Male ☐ Female

11. Are you... (MARK ONE)

- ☐ American Indian or Aleut/Eskimo  
☐ Asian or Pacific Islander  
☐ Black  
☐ White

12. Are you of Hispanic background? ☐ Yes ☐ No

13. What is the highest level of education you have completed? (MARK ONE)

- ☐ Some high school or less, but no diploma or GED  
☐ High school completed with diploma  
☐ High school completed with GED  
☐ Up to 2 years of college, but no degree  
☐ Associate degree  
☐ From 3 to 4 years of college, but no degree  
☐ Bachelor's degree  
☐ A year or more of graduate credit, but no graduate degree  
☐ Master's degree (MA, MS, MFA)  
☐ Doctorate degree (PhD, DPH)  
☐ Professional degree (MD, DDS, or LLB)

14. What is your present pay grade/rank?

ENLISTED	OFFICER
<input type="radio"/> E1 <input type="radio"/> E6	<input type="radio"/> W1 <input type="radio"/> 01
<input type="radio"/> E2 <input type="radio"/> E7	<input type="radio"/> W2 <input type="radio"/> 02
<input type="radio"/> E3 <input type="radio"/> E8	<input type="radio"/> W3 <input type="radio"/> 03
<input type="radio"/> E4 <input type="radio"/> E9	<input type="radio"/> W4 <input type="radio"/> 04
<input type="radio"/> E5	<input type="radio"/> 05
	<input type="radio"/> 06
	<input type="radio"/> 07+

15. Have you been selected for promotion to the next pay grade/rank?

☐ Yes ☐ No

# YOUR UNIT ENVIRONMENT

16. How many months have you been in your current unit (that is, your company or other similar unit)?

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

17. Do you usually do your daily Army work with the company or other similar unit to which you are assigned?

- ☐ Yes, I work with my assigned unit.  
☐ No, I work someplace else.

## THE NEXT QUESTIONS ASK ABOUT WORK AT YOUR CURRENT DUTY ASSIGNMENT.

- IF YOU WORK WITH YOUR ASSIGNED COMPANY OR OTHER SIMILAR UNIT, ANSWER THESE QUESTIONS FOR YOUR WORK WITH YOUR UNIT.  
 • IF YOU WORK SOMEPLACE ELSE, ANSWER THESE QUESTIONS FOR THE PLACE WHERE YOU WORK.

18. How often do the following occur at your current duty assignment?

Very Seldom or Never	Seldom	Sometimes	Often	Very Often or Always
----------------------	--------	-----------	-------	----------------------

- a. Your skills and abilities are needed for getting the job done ..... ☐ ☐ ☐ ☐ ☐
- b. Soldiers are encouraged to develop new ways of doing things ..... ☐ ☐ ☐ ☐ ☐
- c. At the start of the duty day you do not know when you will leave work at the end of the day ..... ☐ ☐ ☐ ☐ ☐
- d. You are kept at work beyond normal duty hours ..... ☐ ☐ ☐ ☐ ☐
- e. You get recognition from leaders for the work you do ..... ☐ ☐ ☐ ☐ ☐
- f. After you leave work at the end of the duty day, you are called back for an additional detail ..... ☐ ☐ ☐ ☐ ☐
- g. You have to cancel leave or important personal/family plans because of your work requirements ..... ☐ ☐ ☐ ☐ ☐
- h. Changes in job procedures are introduced with little or no explanation ..... ☐ ☐ ☐ ☐ ☐
- i. You are sent to a field training exercise or TDY without adequate prior notification ..... ☐ ☐ ☐ ☐ ☐

Very Seldom or Never	Seldom	Sometimes	Often	Very Often or Always
----------------------	--------	-----------	-------	----------------------

- j. You are assigned work that is not valuable to the Army ..... ☐ ☐ ☐ ☐ ☐
- k. Your supervisors' enthusiasm for the Army inspires you to perform the best that you can ..... ☐ ☐ ☐ ☐ ☐
- l. Discipline is administered fairly ..... ☐ ☐ ☐ ☐ ☐
- m. Soldiers help each other out when they have personal problems ..... ☐ ☐ ☐ ☐ ☐
- n. When you or someone you work with has a personal problem, your supervisor is willing to listen ..... ☐ ☐ ☐ ☐ ☐
- o. When you or someone you work with has a family problem, your supervisor is willing to listen ..... ☐ ☐ ☐ ☐ ☐
- p. Your supervisor shows a real interest in the welfare of families ..... ☐ ☐ ☐ ☐ ☐
- q. Your supervisor allows soldiers time off for urgent family matters (example, medical care) ..... ☐ ☐ ☐ ☐ ☐
- r. Your supervisor allows soldiers time off for non-urgent family matters (example, family activities) ... ☐ ☐ ☐ ☐ ☐

19. To what extent do the following apply to the leaders at your unit or place of duty?

Very Great Extent	Great Extent	Moderate Extent	Slight Extent	Not At All
-------------------	--------------	-----------------	---------------	------------

- a. The leaders of my unit encourage unit-wide family activities ..... ☐ ☐ ☐ ☐ ☐
- b. The leaders of my unit know about Army family programs ..... ☐ ☐ ☐ ☐ ☐
- c. If war broke out, the leaders of my unit would be concerned about the welfare of their soldiers' families ..... ☐ ☐ ☐ ☐ ☐

20. How would you describe the relationships between the officers and enlisted soldiers in your unit or place of duty?

- ☐ Very Good  
☐ Good  
☐ So-so  
☐ Bad  
☐ Very Bad



21. How would you describe each of these?

Very Low	Low	Moderate	High	Very High	Do not know or cannot say
----------	-----	----------	------	-----------	---------------------------

- a. What is the level of morale in your unit? ..... ○ ○ ○ ○ ○
- b. In the event of combat, how would you describe your confidence in your unit members? ..... ○ ○ ○ ○ ○ ○
- c. How would you describe your unit's readiness for combat? ..... ○ ○ ○ ○ ○ ○

22. How much do you agree or disagree with the following statements about your unit or place of duty?

Strongly Disagree	Disagree	Can't Say	Agree	Strongly Agree	Does Not Apply
-------------------	----------	-----------	-------	----------------	----------------

- a. I am proud of my unit ..... ○ ○ ○ ○ ○
- b. My closest friendships are with the people I work with ..... ○ ○ ○ ○ ○
- c. My superiors make a real attempt to treat me as a person ..... ○ ○ ○ ○ ○
- d. The officers in this unit would lead well in combat ..... ○ ○ ○ ○ ○ ○
- e. The NCOs in this unit would lead well in combat ..... ○ ○ ○ ○ ○ ○
- f. The soldiers in this unit have enough skills that I would trust them with my life in combat ..... ○ ○ ○ ○ ○ ○

### Unit Readiness Rating Scales

#### Instructions:

The questions on pages 5-7 are about readiness. This is a summary of the instructions that were read at the beginning of this session (if group administered).

Notice that each of the 12 unit readiness areas is labeled and defined carefully. In rating the readiness of your unit, first read the question for the category to get an idea of what area of unit readiness the scale covers.

A 7-point rating scale ranging from 1 (low readiness) to 7 (high readiness) is provided for each readiness area. For each readiness scale, examples of the kinds of behaviors describe different levels of unit readiness. If the "low" end of the scale best describes your unit's typical readiness, a "1" or "2" would be the correct rating. If the "high" end of the scale most closely matches your unit's typical readiness, a rating of "6" or "7" should be chosen.

As you are completing the ratings:

- Base your ratings on how ready your unit is in each area most of the time. DO NOT base your ratings on isolated or unusual events.
- Rate each area of unit readiness separately. DO NOT fall into the trap of giving your unit the same ratings in all areas.
- Rate only your unit's readiness. Provide us with the most accurate and objective ratings you can give.

For each of the 12 areas, mark the one number that best reflects your unit's readiness.

#### COHESION AND TEAMWORK

23. On a scale of 1 to 7, how ready are your unit's members to work together effectively?

Unit members have low levels of morale, commitment, and camaraderie; members frequently don't assist one another; seldom put forth extra effort and initiative.

①

②

③

④

⑤

⑥

⑦

Unit members have intermediate levels of morale, commitment, and camaraderie; members often assist each other; sometimes put forth extra effort and initiative.

Unit members have high morale, commitment, and sense of camaraderie; members always assist each other in a coordinated manner; usually put forth extra effort and initiative.

#### MEETING STANDARDS

24. How ready is your unit to meet inspection standards and follow appropriate operating procedures?

Unit is lax in enforcing and meeting inspection standards; too often fails to follow appropriate operating procedures; conducts certification tests irregularly and poorly.

①

②

③

④

⑤

⑥

⑦

Unit enforces and meets most inspection standards; usually follows appropriate operating procedures; conducts certification tests fairly regularly and vigorously.

Unit enforces and meets or exceeds all inspection standards; follows appropriate operating procedures at all times; conducts certification tests regularly and vigorously.

## SUPPLIES, MATERIALS, AND EQUIPMENT (NOT INCLUDING VEHICLES AND WEAPONS)

25. Does your unit have the material (not including vehicles and weapons) necessary for mission accomplishment?

Unit lacks material and operating equipment necessary for mission accomplishment; material would not be available soon enough for use when needed.

①

②

③

Unit has much of the material and equipment necessary for mission accomplishment; some delays may occur in making material available for use when needed.

④

⑤

Unit has all material and operating equipment for mission accomplishment; material is immediately available for use when needed.

⑥

⑦

## CARE AND CONCERN FOR FAMILIES

26. Does your unit provide care and concern for the families of its personnel?

Unit often fails to make sure that families receive necessary services and emotional support; provides insufficient orientations, counseling, assistance, compassionate leave, etc.

①

②

③

Unit generally tries to make sure that families receive necessary services and emotional support; often provides orientations, counseling, assistance, etc.

④

⑤

Unit makes extensive effort to ensure that families receive all necessary services and emotional support; provides valuable orientations, counseling, assistance, etc.

⑥

⑦

## CARE AND CONCERN FOR SOLDIERS

27. Does your unit provide care and concern for its soldiers?

Unit doesn't make sure soldiers receive necessary services; new troops are not promptly oriented; there's not enough concern for soldiers' well-being.

①

②

③

Unit usually tries to make sure soldiers receive necessary services; new troops are oriented fairly soon; concern for soldiers' well-being is demonstrated most of the time.

④

⑤

Unit makes every effort to ensure that soldiers receive necessary services; new troops are oriented quickly; concern for soldiers' well-being is demonstrated constantly.

⑥

⑦

## LEADERSHIP

28. How ready are your unit's officers and NCOs to lead the unit?

Leadership of unit sometimes makes poor tactical and personnel decisions; plans and organizes missions poorly; fails to promote unit morale and readiness.

①

②

③

Leadership of unit generally makes good tactical and personnel decisions; plans and organizes missions well; promotes unit morale and readiness.

④

⑤

Leadership of unit consistently makes sound tactical and personnel decisions; plans and organizes missions very effectively; actively and effectively promotes unit morale and readiness.

⑥

⑦

## MISSION PERFORMANCE

29. How ready is your unit to demonstrate it can perform its mission?

Unit generally performs poorly in military exercises; pays insufficient attention to mission objectives; acts on orders too slowly; is relatively unresponsive to changing conditions.

①

②

③

Unit generally performs well in military exercises; pays attention to mission objectives; acts on orders fairly quickly; responds fairly promptly to changing conditions.

④

⑤

Unit performs extremely well in military exercises; gives priority attention to mission objectives; acts on orders very quickly; responds swiftly to changing conditions.

⑥

⑦

## PERSONNEL CAPABILITIES FOR MISSION ACCOMPLISHMENT

30. How ready are the soldiers in your unit to accomplish mission tasks?

Unit personnel lack some of the necessary MOS and basic Army skills and knowledge to accomplish mission tasks; serious shortages in numbers and types of personnel exist.

①

②

③

Unit personnel possess much of the MOS and basic Army skills and knowledge necessary to accomplish mission tasks; not all needed numbers and types of personnel are available.

④

⑤

Unit personnel possess all necessary MOS and basic Army skills and knowledge to accomplish mission tasks; all needed numbers and types of personnel are available.

⑥

⑦

# PERSONNEL DEPLOYABILITY

31. How ready are the soldiers in your unit to meet an alert?

Too few unit personnel may meet an alert; locations and telephone numbers of too many soldiers may be unknown; personnel alert rosters and other records are not current.

Some unit personnel may delay meeting alerts; locations and telephone numbers of some personnel may be unknown; personnel alert rosters and other records are fairly current.

All unit personnel are deployable at a moments notice; locations and telephone numbers of all personnel are known; personnel alert rosters and other records are completely current.

① ② ③ ④ ⑤ ⑥ ⑦

## TRAINING PROGRAM

32. How supportive of readiness is your unit's training program?

Unit training program doesn't adequately address the needs of unit personnel; program insufficiently supports unit mission accomplishment.

Unit follows a training program that generally addresses the needs of unit personnel; program supports unit mission accomplishment.

Unit diligently follows a comprehensive training program that effectively addresses the needs of unit personnel; program helps assure unit mission accomplishment.

① ② ③ ④ ⑤ ⑥ ⑦

## UNIT WEAPONS

33. How ready is your unit to fire its weapons?

Scale does not apply — unit has no weapons.

Unit weapons are not well maintained; serious delays might be experienced in making them available; unit is missing too much of the weaponry needed to accomplish mission objectives.

Unit weapons are generally well maintained; minor delays may be experienced in making them available; unit is missing some weaponry needed to accomplish mission objectives.

All unit weapons are well maintained; weapons are available for use at a moments notice; unit possesses all weaponry needed to accomplish mission objectives.

NA ① ② ③ ④ ⑤ ⑥ ⑦

## VEHICLES/TRANSPORTATION (INCLUDING AIRCRAFT AND ARMOR)

34. How ready are the vehicles in your unit to help accomplish its mission?

Scale does not apply — unit has no vehicles.

Unit vehicles are poorly maintained; not enough vehicles are "ready to roll"; unit lacks the vehicles needed to accomplish its mission effectively.

Most unit vehicles are well maintained and "ready to roll"; unit has most of the vehicles needed to accomplish its mission effectively.

All unit vehicles are very well maintained and "ready to roll"; unit has all vehicles needed to accomplish its mission effectively.

NA ① ② ③ ④ ⑤ ⑥ ⑦

## YOUR WORK

35. During a typical week, about how many hours do you work in your Army job (not including PT)?

HOURS	
0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

36. During a typical week, about how many hours a week do you spend in organized PT?

HOURS	
0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

37. On a typical work day, at what time do you:

a. start your duty day? (If you have PT before work, report the time you start PT.)

MILITARY HOURS			
0	0	0	0
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
5	5	5	5
6	6	6	6
7	7	7	7
8	8	8	8
9	9	9	9

b. end your duty day (include PT)?

MILITARY HOURS			
0	0	0	0
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
5	5	5	5
6	6	6	6
7	7	7	7
8	8	8	8
9	9	9	9

38. In the last month, how much time did you take off from duty for the following reasons? (Please count time when you were sick, arrived late, or left early, but do NOT include pass or leave time.)

	Does Not Apply	Did Not Take Off Any Time	If Less Than One Day How Many Hours?					If One Day or More How Many Days?		
			1	2	3	4-5	6-7	1	2	3+
a. Problem with transportation to duty location (for example, car wouldn't start or bus was late) .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. My health (for example, sick call or doctor/dentist appointment) .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Taking care of child(ren) because regular care was not available ..... (NA)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Other care of child(ren) (for example, sick child or visit to school)..... (NA)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. To help spouse (for example, take spouse to doctor appointment)..... (NA)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. To take care of personal or family business (for example, financial matters or housing problems) .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Other personal or family reasons.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

39. Which of the following best describes how you feel when you compare what you give to the Army, with what you get in return. (MARK ONE)

- ☐ I am getting a much better deal than the Army is.  
☐ I am getting a somewhat better deal than the Army is.  
☐ I am getting a slightly better deal than the Army is.  
☐ We are getting an equally good deal.  
☐ The Army is getting a slightly better deal than I am.  
☐ The Army is getting a somewhat better deal than I am.  
☐ The Army is getting a much better deal than I am.

40. How important is each of the following to you personally? (MARK ONE FOR EACH ITEM.)

Very Important	Important	Not Very Important	Not At All Important
----------------	-----------	--------------------	----------------------

- a. Exhibiting excellent military bearing and appearance ..... ☐ ☐ ☐ ☐  
 b. Being an excellent all-around soldier..... ☐ ☐ ☐ ☐  
 c. Being an outstanding leader ..... ☐ ☐ ☐ ☐  
 d. Being disciplined and courageous in battle ..... ☐ ☐ ☐ ☐

41. If we were to go to war today, how well prepared are you to perform the tasks in your wartime job? (If you aren't sure, give your best estimate.)

- ☐ Very well prepared  
☐ Well prepared  
☐ Neither well nor poorly prepared  
☐ Poorly prepared  
☐ Very poorly prepared

42. How well prepared are you to do your assigned tasks in a conflict in which the enemy uses the following weapons? (If you aren't sure, give your best estimate.) (MARK ONE CIRCLE FOR EACH ITEM.)

Very Well Prepared	Well Prepared	Neither Well Nor Poorly Prepared	Poorly Prepared	Very Poorly Prepared
--------------------	---------------	----------------------------------	-----------------	----------------------

- a. Nuclear weapons ..... ☐ ☐ ☐ ☐ ☐
- b. Biological agents ..... ☐ ☐ ☐ ☐ ☐
- c. Chemical agents ..... ☐ ☐ ☐ ☐ ☐
- d. Conventional weapons ..... ☐ ☐ ☐ ☐ ☐

43. Compared to other soldiers in your same pay grade in your unit or place of duty, how would you rate your own job performance?

Much Better Than Most			About Average			Much Worse Than Most
1	2	3	4	5	6	7

44. What was your last Physical Readiness Test Score?

(Scoring range from 0-300.)

☐ Don't know score

0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

IF ENLISTED, CONTINUE.  
IF OFFICER, SKIP TO QUESTION 49.

45. Have you ever taken a Skill Qualification Test (SQT)?

☒ Not applicable

☐ Yes ☐ No

46. What was your most recent SQT score?

☐ Don't know score

0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

IF PAY GRADES E5-E9, CONTINUE.  
IF PAY GRADES E1-E4 SKIP TO QUESTION 51.

47. What is the senior rater overall potential box check on your most recent NCO-ER?

1	2	3	4	5
1	2	3	4	5
Successful			Fair	Poor

☒ Does not apply; I have not been rated under the NCO-ER system or I have not yet received a copy of my official rating.

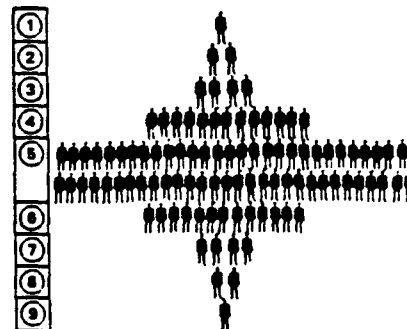
48. If you have not received an evaluation under the NCO-ER system, what is your score on your most recent EER?

0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

☒ Does not apply; I have not been rated under the EER system.

SKIP TO QUESTION 51

49. What is the senior rater potential evaluation box check of your most recent OER? (MARK ONE CODE)



☒ Does not apply; I have not been rated.

50. Was your last rating in, above, or below the center of mass for your senior rater?

☐ Above center of mass  
☐ In center of mass  
☐ Below center of mass  
☐ Don't know

51. How many Articles 15 have you received in the past two years? (MARK ONE)

☐ 0  
☐ 1  
☐ 2  
☐ 3  
☐ 4 or more

52. How many FLAG Actions (that is, suspension of a favorable personnel action) have you received in the past two years? (MARK ONE)

- ☐ 0  
☐ 1  
☐ 2  
☐ 3  
☐ 4 or more

53. Have you ever received a reduction in grade?

- ☐ Does not apply  
☐ Yes ☐ No

The next two questions ask about the number of Letters and/or Certificates of Appreciation, Commendation, or Achievement you have received in the past 2 years. DO NOT count letters or certificates received for the following.

- Completion of AIT or officer basic and advanced training
- Completion of any additional training courses
- Completion of Head Start
- Announcement of a promotion
- Announcement of an award or decoration

54. How many Letters of Appreciation, Commendation, or Achievement have you received in the past 2 years? (MARK ONE)

- ☐ 0 ☐ 6  
☐ 1 ☐ 7  
☐ 2 ☐ 8  
☐ 3 ☐ 9  
☐ 4 ☐ 10+  
☐ 5

55. How many Certificates of Appreciation, Commendation, or Achievement have you received in the past 2 years? (MARK ONE)

- ☐ 0 ☐ 6  
☐ 1 ☐ 7  
☐ 2 ☐ 8  
☐ 3 ☐ 9  
☐ 4 ☐ 10+  
☐ 5

56. How many awards and decorations have you received during all your time in the military? (Include all badges and medals, and count ones where you have received more than one of the same type.)

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

57. Do you have...

- |   | Yes                   | No                    |
|---|-----------------------|-----------------------|
| a. a current written will?  | <input type="radio"/> | <input type="radio"/> |
| b. a current driver's license?  | <input type="radio"/> | <input type="radio"/> |
| c. a car available to you whenever you need one?                          | <input type="radio"/> | <input type="radio"/> |
| d. adequate transportation to your unit in case of emergency or an alert? | <input type="radio"/> | <input type="radio"/> |

58. Did you work for pay at a second job (or jobs) during off-duty hours (including self-employed) at any time during 1988?

- ☐ Yes  
☐ No → SKIP TO QUESTION 62

59. How many weeks did you work at your second job(s) in 1988?

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

60. In a typical work week in 1988, how many hours did you work at your second job(s)?

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

61. How much did you earn from your second job(s) in 1988 (before taxes and other deductions)? (Give your best estimate.)

\$ 

0	0	0	0	0
1	1	1	1	1
2	2	2	2	2
3	3	3	3	3
4	4	4	4	4
5	5	5	5	5
6	6	6	6	6
7	7	7	7	7
8	8	8	8	8
9	9	9	9	9

 .00

62. Are you currently working for pay at a second job during off-duty hours?

- ☐ Yes  
☐ No

63. If yes: In a typical week now, how many hours do you work at your second job(s) in off-duty hours?

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

64. In 1988, did you (and your spouse, if you are married) receive any money from the following sources:

- interest on savings accounts or bonds,
- dividends,
- net rental income, or
- net capital gains from property or stocks?

- ☐ Yes  
☐ No

65. If yes, what was the total income you (and your spouse, if married) received from all these sources in 1988? (Give your best estimate.)

\$ 

0	0	0	0	0	0
1	1	1	1	1	1
2	2	2	2	2	2
3	3	3	3	3	3
4	4	4	4	4	4
5	5	5	5	5	5
6	6	6	6	6	6
7	7	7	7	7	7
8	8	8	8	8	8
9	9	9	9	9	9

 .00

66. As of today, what is your best estimate of the total amount of money you owe? INCLUDE car and personal loans, credit card balances, and home equity loans. DO NOT INCLUDE any home mortgage on your residence.

- ☐ None  
☐ \$1 - \$999  
☐ \$1,000 - \$1,999  
☐ \$2,000 - \$4,999  
☐ \$5,000 - \$9,999  
☐ \$10,000 - \$14,999  
☐ \$15,000 - \$19,999  
☐ \$20,000 - \$29,999  
☐ \$30,000 or more

67. In the last 12 months, how many months, if any, have you not had enough money to pay your bills?

- ☐ None  
☐ 1-2 months  
☐ 3-4 months  
☐ 5-6 months  
☐ 7-8 months  
☐ 9-12 months

## YOU AND THE ARMY

The next questions give you a chance to tell how you feel about yourself and your life in the Army.

68. Listed below are some aspects of work, personal/family, and community life. Please indicate how good or bad they are for you at this location.

Very Good
Good
Neither Good Nor Bad
Bad
Very Bad
Does Not Apply
Don't Know

### Work

- a. Your opportunities for advancement ..... ☐ ☐ ☐ ☐ ☐ ☐
- b. Your pay ..... ☐ ☐ ☐ ☐ ☐ ☐
- c. Your retirement benefits ..... ☐ ☐ ☐ ☐ ☐ ☐
- d. Type of work you do ..... ☐ ☐ ☐ ☐ ☐ ☐
- e. Your treatment by supervisors ..... ☐ ☐ ☐ ☐ ☐ ☐
- f. Opportunities to make use of your abilities ..... ☐ ☐ ☐ ☐ ☐ ☐
- g. Your job security ..... ☐ ☐ ☐ ☐ ☐ ☐
- h. Your work rules and regulations ..... ☐ ☐ ☐ ☐ ☐ ☐
- i. Your working hours and schedule ..... ☐ ☐ ☐ ☐ ☐ ☐

### Personal/Family

- j. Personal freedom ..... ☐ ☐ ☐ ☐ ☐ ☐
- k. Opportunities for excitement/adventure ..... ☐ ☐ ☐ ☐ ☐ ☐
- l. Opportunity to serve country ..... ☐ ☐ ☐ ☐ ☐ ☐
- m. Time for personal/family life ..... ☐ ☐ ☐ ☐ ☐ ☐
- n. Job/career opportunities for your spouse ..... ☐ ☐ ☐ ☐ ☐ ☐ (f) (f)
- o. Your spouse's job satisfaction ..... ☐ ☐ ☐ ☐ ☐ ☐ (f) (f)
- p. Your spouse's overall satisfaction ..... ☐ ☐ ☐ ☐ ☐ ☐ (f) (f)
- q. Quality of place for children to grow up ..... ☐ ☐ ☐ ☐ ☐ ☐

### Community

- r. Quality of schools for children ..... ☐ ☐ ☐ ☐ ☐ ☐
- s. Quality of medical care for family members ..... ☐ ☐ ☐ ☐ ☐ ☐
- t. Programs and services for families ..... ☐ ☐ ☐ ☐ ☐ ☐
- u. Quality of community you live in ..... ☐ ☐ ☐ ☐ ☐ ☐
- v. Opportunity to make good friends ..... ☐ ☐ ☐ ☐ ☐ ☐

69. How much better or worse do you think these aspects would be for you in civilian life than they are for you in the Army?

Much Worse in Civil Life	Worse in Civil Life	About the Same in Both	Much Better in Civil Life	Does Not Apply	Don't Know
--------------------------	---------------------	------------------------	---------------------------	----------------	------------

#### Work

- a. Your opportunities for advancement ..... ☐ ☐ ☐ ☐ ☐ ☐
- b. Your pay ..... ☐ ☐ ☐ ☐ ☐ ☐
- c. Your retirement benefits ..... ☐ ☐ ☐ ☐ ☐ ☐
- d. Type of work you do ..... ☐ ☐ ☐ ☐ ☐ ☐
- e. Your treatment by supervisors ..... ☐ ☐ ☐ ☐ ☐ ☐
- f. Opportunities to make use of your abilities ..... ☐ ☐ ☐ ☐ ☐ ☐
- g. Your job security ..... ☐ ☐ ☐ ☐ ☐ ☐
- h. Your work rules and regulations ..... ☐ ☐ ☐ ☐ ☐ ☐
- i. Your working hours and schedule ..... ☐ ☐ ☐ ☐ ☐ ☐

#### Personal/Family

- j. Personal freedom ..... ☐ ☐ ☐ ☐ ☐ ☐
- k. Opportunity for excitement/adventure ..... ☐ ☐ ☐ ☐ ☐ ☐
- l. Opportunity to serve country ..... ☐ ☐ ☐ ☐ ☐ ☐
- m. Time for personal/family life ..... ☐ ☐ ☐ ☐ ☐ ☐
- n. Job/career opportunities for your spouse ..... ☐ ☐ ☐ ☐ ☐ ☐
- o. Your spouse's job satisfaction ..... ☐ ☐ ☐ ☐ ☐ ☐
- p. Your spouse's overall satisfaction ..... ☐ ☐ ☐ ☐ ☐ ☐
- q. Quality of place for children to grow up ..... ☐ ☐ ☐ ☐ ☐ ☐

#### Community

- r. Quality of schools for children ..... ☐ ☐ ☐ ☐ ☐ ☐
- s. Quality of medical care for family members ..... ☐ ☐ ☐ ☐ ☐ ☐
- t. Programs and services for families ..... ☐ ☐ ☐ ☐ ☐ ☐
- u. Quality of community you live in ..... ☐ ☐ ☐ ☐ ☐ ☐
- v. Opportunity to make good friends ..... ☐ ☐ ☐ ☐ ☐ ☐

70. Please select the 3 factors from the list in Question 69 that are most critical to your decision about staying in or leaving the Army at the end of your current obligation.

- Mark the letter of the first most important factor.

a	b	c	d	e	f	g	h	i	j	k
l	m	n	o	p	q	r	s	t	u	v

- Mark the letter of the second most important factor.

a	b	c	d	e	f	g	h	i	j	k
l	m	n	o	p	q	r	s	t	u	v

- Mark the letter of the third most important factor.

a	b	c	d	e	f	g	h	i	j	k
l	m	n	o	p	q	r	s	t	u	v

71. How supportive of Army families are the following leaders at your current location? (MARK ONE CIRCLE FOR EACH ITEM.)

Very Supportive	Supportive	Neutral	Unsupportive	Very Unsupportive	Don't Know
-----------------	------------	---------	--------------	-------------------	------------

- a. Officers in high post/installation positions ..... ☐ ☐ ☐ ☐ ☐ ☐
- b. Officers at my place of duty ..... ☐ ☐ ☐ ☐ ☐ ☐
- c. NCOs at my place of duty ..... ☐ ☐ ☐ ☐ ☐ ☐

72. How much do you agree or disagree with the following statements? (MARK ONE CIRCLE FOR EACH ITEM.)

Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree
----------------	-------	----------------------------	----------	-------------------

#### The Army Experience

- a. I feel no commitment to the Army ..... ☐ ☐ ☐ ☐ ☐
- b. My values and the Army's values are similar ..... ☐ ☐ ☐ ☐ ☐
- c. There's not much to be gained by staying in the Army until retirement ..... ☐ ☐ ☐ ☐ ☐
- d. For me, the Army is the best organization to work for ..... ☐ ☐ ☐ ☐ ☐
- e. Deciding to join the Army was a mistake on my part ..... ☐ ☐ ☐ ☐ ☐
- f. I can fulfill my personal goals and plans if I stay in the Army until retirement ..... ☐ ☐ ☐ ☐ ☐
- g. The Army is responsive to family needs ..... ☐ ☐ ☐ ☐ ☐
- h. The Army requires me to participate in too many activities that are not part of my job ..... ☐ ☐ ☐ ☐ ☐



Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree
----------------	-------	----------------------------	----------	-------------------

### Personal Expectations

- i. The spouse of a soldier ought to feel as much a part of the Army community as the soldier ..... ☐ ☐ ☐ ☐ ☐
- j. If an Army spouse can have a good job/career while the soldier is in the Army, the soldier will be more likely to remain in the Army ..... ☐ ☐ ☐ ☐ ☐
- k. A man should expect his family to adjust to the demands of his job ..... ☐ ☐ ☐ ☐ ☐
- l. Both a husband and wife should share equally in the responsibilities of child care ..... ☐ ☐ ☐ ☐ ☐
- m. A woman should be able to make long range plans for her career in the same way that a husband does for his ..... ☐ ☐ ☐ ☐ ☐
- n. The husband should be the head of the family ..... ☐ ☐ ☐ ☐ ☐
- o. If I suddenly became rich (due to an inheritance, lottery winning, etc.), I would continue my Army career until retirement ..... ☐ ☐ ☐ ☐ ☐

73. Overall, how satisfied are you with the Army as a way of life?

- ☐ Very satisfied
- ☐ Somewhat satisfied
- ☐ Neither satisfied nor dissatisfied
- ☐ Somewhat dissatisfied
- ☐ Very dissatisfied

74. For each of the feelings listed below, indicate how often in the past month you have had the feeling.

All of the Time	Most of the Time	Some of the Time	Occasionally	Rarely	Never
-----------------	------------------	------------------	--------------	--------	-------

- Secure ..... ☐ ☐ ☐ ☐ ☐ ☐
- Isolated ..... ☐ ☐ ☐ ☐ ☐ ☐
- Pleased with yourself ..... ☐ ☐ ☐ ☐ ☐ ☐
- Lonely ..... ☐ ☐ ☐ ☐ ☐ ☐
- Afraid ..... ☐ ☐ ☐ ☐ ☐ ☐
- Hopeful ..... ☐ ☐ ☐ ☐ ☐ ☐

75. How frequently do you come home at the end of your duty day feeling... (MARK ONE.)

Almost Never	About Once a Month	2-3 Times a Month	About Once a Week	About 2-3 Times a Week	Almost Every Day
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- a. too tired to enjoy doing things? ..... ☐ ☐ ☐ ☐ ☐ ☐
- b. charged up by having accomplished something at work? ..... ☐ ☐ ☐ ☐ ☐ ☐
- c. in a good mood and ready to have fun with others? ..... ☐ ☐ ☐ ☐ ☐ ☐
- d. in such a bad mood that I am difficult to be around? ..... ☐ ☐ ☐ ☐ ☐ ☐

76. How do you feel about each of the following statements?

Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree
----------------	-------	----------------------------	----------	-------------------

- a. Good luck is more important than hard work for success ..... ☐ ☐ ☐ ☐ ☐
- b. Every time I try to get ahead, something or somebody stops me ..... ☐ ☐ ☐ ☐ ☐
- c. Planning makes a person unhappy, since plans hardly ever work out anyway ..... ☐ ☐ ☐ ☐ ☐
- d. What happens to me is my own doing ..... ☐ ☐ ☐ ☐ ☐
- e. When I make plans, I am almost certain I can make them work ..... ☐ ☐ ☐ ☐ ☐

77. At the present time, how demanding are your work and family responsibilities?

Not At All Demanding	Extremely Demanding	Does Not Apply
a. Work responsibilities ..... ① ② ③ ④ ⑤ ⑥ ⑦		
b. Family responsibilities ..... ① ② ③ ④ ⑤ ⑥ ⑦		NA

78. At the present time, how successful are you at dealing with your work and family responsibilities?

Not At All Successful	Extremely Successful	Does Not Apply
a. Work responsibilities ..... ① ② ③ ④ ⑤ ⑥ ⑦		
b. Family responsibilities ..... ① ② ③ ④ ⑤ ⑥ ⑦		NA

# YOUR ARMY PLANS

The following questions ask about your plans to remain in or leave the Army:

79. If you are married, which best describes how you decided or will decide to stay in or leave the Army at the end of your current obligation? (MARK ONE)

☒ Does not apply; I am not married.

☐ Make (made) the decision by myself without considering my spouse's opinion.

☐ Make (made) the decision by myself but consider (considered) my spouse's opinion.

☐ Talk(ed) it over with my spouse and we make (made) the decision together.

☐ Talk(ed) it over with my spouse and largely decide (decided) to do what my spouse wants.

80. How would you feel if you stayed in the Army at the end of your current obligation?

☐ Extremely good

☐ Quite good

☐ Slightly good

☐ Neither good or bad

☐ Slightly bad

☐ Quite bad

☐ Extremely bad

81. During the last year, how many civilian jobs have you actually applied for in case you leave the Army?

☐ None

☐ One

☐ Two

☐ Three or more

82. Are you currently seeking any information about civilian jobs for yourself in case you leave the Army?

☐ Yes

☐ No

83. What do other people close to you think about your staying in or leaving the Army at the end of your current obligation? (Please indicate what you think these people want you to do.)

	Strongly Wants Me To Stay	Somewhat Wants Me To Stay	Is Neutral or Has No Opinion	Somewhat Wants Me To Leave	Strongly Wants Me To Leave	I Don't Know What He/She Thinks About This	Does Not Apply
a. Your spouse/girlfriend/boyfriend .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
b. Your children .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
c. Your parents .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
d. Your friends .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
e. Your co-workers .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
f. Your first line supervisor .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
g. Your commanding officer .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	

84. How likely are you to stay in the Army at the end of your current obligation?

- ☒ Does not apply; I will retire when current obligation ends.  
☒ Does not apply; I plan to leave the Army.
- ☐ (0 in 10) No chance  
☐ (1 in 10) Very slight possibility  
☐ (2 in 10) Slight possibility  
☐ (3 in 10) Some possibility  
☐ (4 in 10) Fair possibility  
☐ (5 in 10) Fairly good possibility  
☐ (6 in 10) Good possibility  
☐ (7 in 10) Probable  
☐ (8 in 10) Very probable  
☐ (9 in 10) Almost sure  
☐ (10 in 10) Certain

85. How would you feel if you left the Army at the end of your current obligation?

- ☐ Extremely good  
☐ Quite good  
☐ Slightly good  
☐ Neither good or bad  
☐ Slightly bad  
☐ Quite bad  
☐ Extremely bad

86. When you eventually leave the Army, do you plan to join the Reserves or National Guard?

- ☒ Does not apply; I am not eligible to join
- ☐ Definitely will join  
☐ Probably will join  
☐ Don't know/not sure  
☐ Probably will not join  
☐ Definitely will not join

87. When you finally leave the Army, how many years of active duty service do you expect to have completed? Do not count time in the Guard or Reserves. (ENTER NUMBER OR MARK DON'T KNOW)

☐ Don't know

YEARS	
0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

## YOUR RELATIONSHIPS

88. At your current location, is there a friend, neighbor, or relative (besides your spouse, if you are married) outside your home who will:

Yes, Always	Yes, Sometimes	No	Does Not Apply
-------------	----------------	----	----------------

- a. Listen to you when you need to talk ..... ☐ ☐ ☐
- b. Go with you to do something enjoyable ..... ☐ ☐ ☐
- c. Help with your daily chores if you are sick ..... ☐ ☐ ☐
- d. Take care of your child(ren) in an emergency ..... ☐ ☐ ☐ (3)
- e. Lend you household tools or equipment ..... ☐ ☐ ☐
- f. Make a short-term loan of \$25.00-\$50.00 ..... ☐ ☐ ☐
- g. Provide transportation when you need it ..... ☐ ☐ ☐

89. To what extent can you count on the following people for help with a personal or family problem?

Very Great Extent	Great Extent	Moderate Extent	Slight Extent	Not At All
-------------------	--------------	-----------------	---------------	------------

- a. A leader at your place of duty ..... ☐ ☐ ☐ ☐ ☐
- b. Someone else you work with ..... ☐ ☐ ☐ ☐ ☐
- c. A neighbor or friend who is in the Army ..... ☐ ☐ ☐ ☐ ☐
- d. A neighbor or friend who is not in the Army ..... ☐ ☐ ☐ ☐ ☐
- e. Staff of an Army service agency (example, ACS or Chaplain) ..... ☐ ☐ ☐ ☐ ☐
- f. Parents or other close relatives (not your spouse or children) ..... ☐ ☐ ☐ ☐ ☐

90. Do you have any close relatives (other than ones who live with you) who live within a two-hour drive of your current location?

- ☐ Yes  
☐ No

91. If you were ever married, how old were you when you first got married?

☒ Does not apply; I have never been married.

YEARS OLD	
0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

92. What is your current marital status? (MARK ONE)

☐ Married for the first time  
☐ Remarried, was divorced or widowed

SKIP TO  
QUESTION 99

☐ Single and never married  
☐ Legally separated or filing for divorce  
☐ Divorced  
☐ Widowed

CONTINUE

93. Are you now engaged or significantly involved in a relationship with someone? In other words, is there an important girlfriend/boyfriend in your life right now?

☐ Yes  
☐ No → SKIP TO CHECKPOINT ON PAGE 20

94. Has your girlfriend/boyfriend ever served on active duty in the U.S. Armed Forces?

☐ Yes, is currently on active duty  
☐ Yes, was on active duty  
☐ No

95. How supportive is your girlfriend/boyfriend of your being in the Army now?

☐ Very supportive  
☐ Fairly supportive  
☐ Mixed or Neutral  
☐ Fairly unsupportive  
☐ Very unsupportive  
☐ Don't know

96. How supportive is your girlfriend/boyfriend of your making a career of the Army?

☐ Very supportive  
☐ Fairly supportive  
☐ Mixed or Neutral  
☐ Fairly unsupportive  
☐ Very unsupportive  
☐ Don't know

97. Does your girlfriend/boyfriend now live within a two-hour drive of your current location?

☐ Yes  
☐ No

98. How often have you discussed marriage with your girlfriend/boyfriend?

☐ Very seldom or never  
☐ Seldom  
☐ Sometimes  
☐ Often  
☐ Very often

THE NEXT QUESTIONS ARE FOR PEOPLE WHO ARE CURRENTLY MARRIED (INCLUDING LEGALLY SEPARATED AND FILING FOR DIVORCE). IF YOU ARE NOT MARRIED, SKIP TO CHECKPOINT ON PAGE 20.

## YOUR SPOUSE

99. How long have you been married to your current spouse?

☐ I have been married less than 1 year

YEARS	
0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

100. Where was your spouse born?

☐ Outside the United States to non-U.S. citizen parents  
☐ Outside the U.S. with one or both parents U.S. citizens  
☐ In the U.S. (including Puerto Rico or Guam)

101. Is your spouse... (MARK ONE)

☐ Asian or Pacific Islander  
☐ American Indian or Aleut/Eskimo  
☐ Black  
☐ White

102. Is your spouse of Hispanic background?

☐ Yes  
☐ No

103. Was English the first language your spouse learned to speak?

☐ Yes  
☐ No

104. Is your spouse currently serving on active duty in the U.S. Armed Forces?

☐ No, my spouse is not on active duty in the U.S. Armed Forces → SKIP TO QUESTION 111  
☐ Yes, on active duty in the Army  
☐ Yes, on active duty in another branch of service

105. What is your spouse's present pay grade/rank?

**ENLISTED**

- ☐ E1
- ☐ E2
- ☐ E3
- ☐ E4
- ☐ E5
- ☐ E6
- ☐ E7
- ☐ E8
- ☐ E9

**OFFICER**

- ☐ W1 ☐ 01
- ☐ W2 ☐ 02
- ☐ W3 ☐ 03
- ☐ W4 ☐ 04
- ☐ 05
- ☐ 06
- ☐ 07+

106. Are you and your military spouse currently on a joint domicile assignment?

- ☐ Yes.
- ☐ No, we did not request it.
- ☐ No, but we requested it.

107. Have you ever had to take an assignment you did not want so that you could be stationed with your spouse?

- ☐ Yes
- ☐ No

108. Has your spouse ever had to take an assignment that he/she did not want so you could be stationed together?

- ☐ Yes
- ☐ No

109. How much do you agree with this statement? If I had to choose, my career is more important than my spouse's?

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Can't Say
- ☐ Agree
- ☐ Strongly Agree

110. If future assignments require long separations from your spouse, what will you and your spouse do?

- ☐ Accept them.
- ☐ I will leave the military.
- ☐ My spouse will leave the military.
- ☐ We will both leave the military.

- ☐ Does not apply; I already plan to leave the military.
- ☐ Does not apply; my spouse already plans to leave the military.
- ☐ Does not apply; we both already plan to leave the military.

111. Is your spouse currently working in a paid civilian job, including self-employed?

- ☒ Does not apply; my spouse is on active duty.
- ☐ Yes, full-time (35 hours or more a week)
- ☐ Yes, part-time (less than 35 hours a week)
- ☐ No, but my spouse is currently looking for work.
- ☐ No, my spouse is not looking but would like to work.
- ☐ No, my spouse does not want to work now.

SKIP TO  
QUESTION  
114

112. To what extent does your spouse's current paid job(s) interfere with your Army job?

- ☐ Very great extent
- ☐ Great extent
- ☐ Moderate extent
- ☐ Slight extent
- ☐ Not at all

113. To what extent does your Army job interfere with your spouse's current paid job(s)?

- ☐ Very great extent
- ☐ Great extent
- ☐ Moderate extent
- ☐ Slight extent
- ☐ Not at all

114. If you had a choice, what would you prefer your spouse to be doing at the present time?

- ☐ Not working for pay
- ☐ Serving on active duty
- ☐ Working full-time in a civilian job but not a career
- ☐ Working part-time in a civilian job but not a career
- ☐ Working full-time in a civilian career
- ☐ Working part-time in a civilian career

115. If you had a choice, what would you prefer your spouse to be doing five years from now?

- ☐ Not working for pay
- ☐ Serving on active duty
- ☐ Working full-time in a civilian job but not a career
- ☐ Working part-time in a civilian job but not a career
- ☐ Working full-time in a civilian career
- ☐ Working part-time in a civilian career

116. Following are some reasons why some people want their spouses to work in paid employment. How important is each of these reasons to you? (Answer even if your spouse does not have a paid job at the present time.) (MARK ONE CIRCLE FOR EACH ITEM.)

☒ Does not apply; I do not want my spouse to work.

Extremely Important	Very Important	Somewhat Important	Not Very Important	Not at all Important
------------------------	-------------------	-----------------------	-----------------------	-------------------------

- a. Need the money for basic family expenses ..... ☐ ☐ ☐ ☐ ☐
- b. To have money to buy extras now ..... ☐ ☐ ☐ ☐ ☐
- c. To save money for the future ..... ☐ ☐ ☐ ☐ ☐
- d. To develop work skills and experience ..... ☐ ☐ ☐ ☐ ☐
- e. To feel good about himself/herself ..... ☐ ☐ ☐ ☐ ☐
- f. To meet people/get out of the house ..... ☐ ☐ ☐ ☐ ☐
- g. To have a career ..... ☐ ☐ ☐ ☐ ☐
- h. To contribute to society ..... ☐ ☐ ☐ ☐ ☐

117. Is your spouse now living with you at the same geographic location?

☐ Yes ———→ SKIP TO QUESTION 120

☐ No

118. Why isn't your spouse living with you? (MARK ALL THAT APPLY)

- ☐ I am on an unaccompanied tour.
- ☐ My spouse is in the military and assigned elsewhere.
- ☐ My spouse will soon join me.
- ☐ My spouse did not want to leave her/his civilian job.
- ☐ My spouse wanted to continue her/his education.
- ☐ We didn't want to disrupt our child(ren)'s schooling.
- ☐ My spouse didn't want to live here.
- ☐ We are having marital problems.
- ☐ Other reason

119. As of today, how many months have you been living at your current location without your spouse?

MONTHS		
0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

IF YOUR SPOUSE IS NOT LIVING WITH YOU,  
SKIP TO QUESTION 126.

120. As of today, how many months have you and your spouse been together at your current location?

MONTHS		
0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

121. Approximately how many nights over the last 6 months were you away from home on overnight Army duty?

NIGHTS		
0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

122. Have you and your spouse experienced any extended separations (of one month or longer) because of military duties in the past twelve months?

☐ Yes

☐ No ———→ SKIP TO QUESTION 126

123. How long was your last extended separation?

- ☐ 1-2 months
- ☐ 3-4 months
- ☐ 5-6 months
- ☐ 7-12 months
- ☐ 13 or more months

124. How long has it been since you returned from your last separation?

- ☐ Within the last 2 weeks
- ☐ 2-3 weeks ago
- ☐ 1-3 months ago
- ☐ 4-6 months ago
- ☐ 7-12 months ago
- ☐ 13-24 months ago

125. To what extent did you experience the following with your last separation?

Very Great Extent	Great Extent	Moderate Extent	Slight Extent	Not At All
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- a. My spouse became more independent ..... ☐ ☐ ☐ ☐ ☐
- b. I am proud of the way my spouse handled things when I was away ..... ☐ ☐ ☐ ☐ ☐
- c. It took my spouse and me time to adapt to each other again after my return ..... ☐ ☐ ☐ ☐ ☐

126. Here is a list of feelings or worries some soldiers have about their family (their spouse, children) when they are away on Army assignment, TDY, or deployment. How often do you worry about each of the following when you are away?

Very Seldom or Never	Seldom	Sometimes	Often	Very Often or Always	Does Not Apply
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- a. Your family's safety ..... ☐ ☐ ☐ ☐ ☐
- b. Your family's ability to get car or household repairs done ..... ☐ ☐ ☐ ☐ ☐
- c. Your family having enough money to meet expenses, pay bills, etc. ... ☐ ☐ ☐ ☐ ☐
- d. Your child(ren)'s health and well-being ..... ☐ ☐ ☐ ☐ ☐ NA
- e. Your family's safety in the event of war ..... ☐ ☐ ☐ ☐ ☐

127. How much of a problem would your spouse have coping if you had to go away on an Army assignment, such as TDY or deployment, for...

Very Serious Problem Coping	Serious Problem Coping	Moderate Problem Coping	Slight Problem Coping	No Problem Coping
-----------------------------	------------------------	-------------------------	-----------------------	-------------------

- Less than 2 Weeks ..... ☐ ☐ ☐ ☐ ☐
- 2 Weeks to a Month ..... ☐ ☐ ☐ ☐ ☐
- Several Months ..... ☐ ☐ ☐ ☐ ☐
- Six Months ..... ☐ ☐ ☐ ☐ ☐

128. Most couples have disagreements from time to time. How often do you and your spouse have disagreements about...

More Than Once a Week Every Day	Weekly	Monthly	Less Than Once a Month	Never	Does Not Apply
---------------------------------	--------	---------	------------------------	-------	----------------

- a. spending money? ..... ☐ ☐ ☐ ☐ ☐ ☐
- b. giving enough affection to each other? ..... ☐ ☐ ☐ ☐ ☐ ☐
- c. time spent together? ..... ☐ ☐ ☐ ☐ ☐ ☐
- d. the children? ..... ☐ ☐ ☐ ☐ ☐ ☐ NA
- e. division of household chores? ..... ☐ ☐ ☐ ☐ ☐ ☐

129. For each of the following questions, mark one code.

- |  | Yes                   | No                    | Don't know            |
|--|-----------------------|-----------------------|-----------------------|
| a. Does your spouse have power of attorney, in case you are away? .....  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. Do you and your spouse have a joint checking account? .....   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. Does your spouse have the equivalent of 2 weeks of your pay on hand or in savings in case of emergency? ..... | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

130. Do you agree or disagree with each of the following statements?

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
----------------	-------	----------------------------	----------	-------------------

- a. My spouse and I consider ourselves to be a team working for Army goals ..... ☐ ☐ ☐ ☐ ☐
- b. My spouse understands the demands of my Army job .... ☐ ☐ ☐ ☐ ☐
- c. My spouse does a great deal to further my career ..... ☐ ☐ ☐ ☐ ☐
- d. My spouse is willing to make changes to help me advance in the Army ..... ☐ ☐ ☐ ☐ ☐
- e. If a spouse goes to someone in the soldier's chain of command for help with a problem, it could hurt the soldier's military career ..... ☐ ☐ ☐ ☐ ☐
- f. If a spouse goes to military service providers (ACS, Chaplains, etc.) for help with a problem, it could hurt the soldier's military career ..... ☐ ☐ ☐ ☐ ☐

QUESTION 130 CONTINUED

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
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- g. My spouse is someone I can really talk with about things that are important to me..... ☐ ☐ ☐ ☐ ☐
- h. I keep my spouse well informed about the unit's work activities ..... ☐ ☐ ☐ ☐ ☐
- i. When family needs conflict with Army needs, the family should come first ..... ☐ ☐ ☐ ☐ ☐
- j. My family life has to be going well before I can work well ..... ☐ ☐ ☐ ☐ ☐
- k. At home, I am so tired or pre-occupied about work that I don't have much time or energy left for my family..... ☐ ☐ ☐ ☐ ☐

131. The questions below are about your thoughts and activities concerning your marriage in the last twelve months.

- In the last twelve months, did you... Yes No
- a. think your marriage might be in trouble? ..... ☐ ☐
- b. seriously think about getting a divorce or separation? ..... ☐ ☐
- c. seriously discuss the issue of a divorce or separation? ..... ☐ ☐
- d. actually file for divorce or separation? ..... ☐ ☐

132. On a scale from 1 to 7, where 1 means very unhappy and 7 means very happy, how would you describe your marriage, overall? (MARK ONE NUMBER.)

Very Unhappy	1	2	3	4	5	6	7	Very Happy
--------------	---	---	---	---	---	---	---	------------

133. How supportive is your spouse of your being in the Army now?

- ☐ Very supportive
- ☐ Fairly supportive
- ☐ Mixed or Neutral
- ☐ Fairly unsupportive
- ☐ Very unsupportive
- ☐ Don't know

134. How supportive is your spouse of your making a career of the Army?

- ☐ Very supportive
- ☐ Fairly supportive
- ☐ Mixed or Neutral
- ☐ Fairly unsupportive
- ☐ Very unsupportive
- ☐ Don't know

## YOUR CHILDREN

### CHECKPOINT:

DEPENDENT CHILDREN ARE UNMARRIED CHILDREN WHO DEPEND ON YOU FOR OVER HALF THEIR SUPPORT. THIS INCLUDES ADOPTED CHILDREN AND STEPCHILDREN. A DEPENDENT CHILD MUST ALSO BE IN ONE OF THE FOLLOWING CATEGORIES:

- NOT YET 21 YEARS OLD,
- ATTENDS COLLEGE AND NOT YET 23 YEARS OLD, OR
- HAS MENTAL OR PHYSICAL HANDICAP AND IS ANY AGE

135. As defined above, how many dependent children do you have?

☐ None →

- IF YOU ARE MARRIED, LEGALLY SEPARATED, OR FILING FOR DIVORCE, SKIP TO QUESTION 146.
- IF YOU NEVER MARRIED, OR YOU ARE DIVORCED OR WIDOWED SKIP TO QUESTION 150.

- ☐ One
- ☐ Two
- ☐ Three
- ☐ Four
- ☐ Five
- ☐ Six or more

136. How many dependent children are now living with you?

- ☐ None → SKIP TO QUESTION 146
- ☐ One
- ☐ Two
- ☐ Three
- ☐ Four
- ☐ Five
- ☐ Six or more

137. What were the ages of the dependent children living with you on their last birthdays? WRITE IN THE AGE OF EACH OF YOUR CHILDREN IN THE BOXES BELOW AND MARK THE NUMBERS. BEGINNING WITH THE AGE OF YOUR YOUNGEST CHILD. THERE IS SPACE TO LIST FIVE CHILDREN. IF YOU HAVE MORE THAN FIVE CHILDREN IN YOUR HOUSEHOLD, GIVE THE AGES OF THE FOUR YOUNGEST AND THE OLDEST. IF LESS THAN ONE YEAR OLD, WRITE IN 00 FOR THAT CHILD.

(Example for child 2 years old.)

02
0
1
2
3
4
5
6
7
8
9

Youngest Or Only Child	Second Youngest Child	Third Youngest Child	Fourth Youngest Child	Oldest Child
00	00	00	00	00
11	11	11	11	11
22	22	22	22	22
33	33	33	33	33
44	44	44	44	44
55	55	55	55	55
66	66	66	66	66
77	77	77	77	77
88	88	88	88	88
99	99	99	99	99



138. Are you/is your spouse currently pregnant?

- ☐ Yes  
☐ No

139. The following statements refer to your dependent child(ren). If you have more than one child living with you, think of all your children and answer YES if the statement is true for any of your children.

I have a child living with me who has...

a. a serious behavior problem (hyperactive, chronic fighting, trouble with the law, etc.).

- ☐ Yes  
☐ No

b. a serious problem with school (learning disability, disciplinary problem, etc.).

- ☐ Yes  
☐ No

c. a serious medical problem (asthma, diabetes, etc.).

- ☐ Yes  
☐ No

140. During the last six months, how satisfied have you been with each of the following:

Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied
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- a. Amount of time you spend with your child(ren)? ..... ☐ ☐ ☐ ☐ ☐
- b. Your ability to meet your child(ren)'s emotional needs? ..... ☐ ☐ ☐ ☐ ☐
- c. Your ability to meet your children's educational/learning needs? ..... ☐ ☐ ☐ ☐ ☐
- d. The overall quality of time you spend with your child(ren)? ..... ☐ ☐ ☐ ☐ ☐

141. Do you have any child(ren) 5 years old or younger who live with you?

- ☐ Yes  
☐ No → SKIP TO QUESTION 146

142. Do you ever need child care for your youngest child 5 years old or younger because you (or your spouse) are not available?

- ☐ Yes  
☐ No → SKIP TO QUESTION 146

PLEASE ANSWER THE FOLLOWING QUESTIONS ABOUT YOUR CHILD CARE ARRANGEMENTS FOR YOUR YOUNGEST CHILD UNDER 6 YEARS OLD.

143. Where is your youngest or only child under 6 years old usually cared for when you (and your spouse) are not available? (MARK ONE)

- ☐ Army child care center  
☐ Civilian child care center off-post  
☐ Army preschool program/nursery school  
☐ Non-Army preschool program/nursery school  
☐ Kindergarten  
☐ Caregiver in your home  
☐ Family child care home (licensed) sponsored by the Army  
☐ Caregiver in another home (6 children or less) not (licensed) sponsored by the Army  
☐ Small group child care home (more than 6 children) not (licensed) sponsored by the Army  
☐ Special needs child day care  
☐ Older brother or sister  
☐ Grandparent or other relative  
☐ Babysitting cooperative and/or friends  
☐ Child takes care of self at home

144. In a typical week, how many hours does your youngest or only child under 6 years old use this arrangement?

☐ None

HOURS		
0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

145. All things considered, how would you rate your child care arrangement(s) for your youngest child?

- ☐ Excellent  
☐ Very Good  
☐ Good  
☐ Fair  
☐ Poor

# YOUR FAMILY

146. The items below relate to your family, meaning you, your spouse and/or children. (PLEASE MARK THE NUMBER THAT BEST REFLECTS YOUR ANSWER.)

a. When we have to get things done that depend on cooperation of all members of the family, I feel:

There is Almost No Chance That Things Will Get Done							Things Will Always Get Done
①	②	③	④	⑤	⑥	⑦	

b. When my family faces a tough problem, I feel that:

There is No Hope Of Solving The Problem							We Will Solve The Whole Problem
①	②	③	④	⑤	⑥	⑦	

c. When my family is going through a rough period, we tend to:

Feel Sure That Things Will Get Better							Become Discouraged And Doubt If Things Will Ever Get Better
①	②	③	④	⑤	⑥	⑦	

147. In general, how well has your family adjusted to the demands of being an "Army family?"

Extremely Well				Neither			Extremely Badly
①	②	③	④	⑤	⑥	⑦	

148. How has each of the following Army policies affected your family at your current location?

Very Helpful	Somewhat Helpful	No Effect	Somewhat Harmful	Very Harmful	Don't Know
--------------	------------------	-----------	------------------	--------------	------------

## Policies Concerning:

a. Family support during deployment.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. On-post housing assignment.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Permanent Change of Station (PCS).....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Military child care priority.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Family violence and abuse.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Emergency financial assistance.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Referral to off-post civilian medical services.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Military spouse priority for federal jobs.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

149. In the last month, how often have your Army responsibilities created the following problems for you or your family? (MARK ONE CIRCLE FOR EACH ITEM.)

Very Seldom or Never	Seldom	Sometimes	Often	Very Often or Always	Does Not Apply
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a. Problem meeting child care needs.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
b. Problem getting housework done.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Problem taking care of family needs (such as doctor visits, or sick child).....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Lack of free time to spend with your family....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Being unable to attend events with family members.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

# YOUR COMMUNITY

150. How many months have you been at your current location?

MONTHS		
0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

151. In all your time on active duty, how many times have you moved to a new location because of a permanent change of station (PCS)? (Do not count a change of assignment at the same location.)

PCS MOVES	
0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

152. Where was your last assignment before moving to your current location?

- ☐ CONUS (but not Hawaii or Alaska)  
☐ Europe  
☐ Korea  
☐ Hawaii  
☐ Alaska  
☐ Other

153. Prior to your last PCS move, what was your preference about moving?

- ☐ Wanted to move at that time to my current location  
☐ Wanted to move to my current location, but not at that time  
☐ Wanted to move at that time, but not to my current location  
☐ Did not want to move at that time and did not want to move to my current location

154. Did the Army give you information about your new location before you moved here?

- ☐ Yes, this was furnished without requesting it.  
☐ Yes, but it had to be requested.  
☐ No

155. Were you given written information or a briefing by the Army about your current location after you arrived here?

- ☐ Yes, this was furnished without requesting it.  
☐ Yes, but it had to be requested.  
☐ No

156. Think about your move to your current location. How serious a problem were each of the following:

	Serious Problem	Somewhat of a Problem	Slight Problem	Not a Problem	Does Not Apply
--	-----------------	-----------------------	----------------	---------------	----------------

- |  |                       |                       |                       |                       |     |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----|
| a. Moving and setting up a new household.....            | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |     |
| b. Costs incurred during move.....                       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |     |
| c. Children adjusting to new environment.....            | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | (3) |
| d. Spouse adjusting to new environment.....              | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | (3) |
| e. Your adjusting to new environment.....                | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |     |
| f. Your spouse's finding employment at new location..... | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | (3) |
| g. Finding permanent housing.....                        | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |     |

157. On your PCS move to your current location, how many months did you have to wait (or have you been waiting) to get into permanent housing?

- ☐ No wait; we moved directly into permanent housing.  
☐ Less than 1 month  
☐ 1-2 months  
☐ 3-4 months  
☐ 5-6 months  
☐ 7 or more months

158. Since you moved to your current location, how many different places have you lived for a week or more? (Include where you currently live plus stays in transient quarters, motels, with friends or family, or other locations.)

NO. OF PLACES	
0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

159. Where do you currently live? (MARK ONE)

- ☐ On-post
- ☐ Off-post government housing
- ☐ Off-post, own
- ☐ Off-post, renting
- ☐ Other

160. How satisfied or dissatisfied are you with your current housing?

- ☐ Very satisfied
- ☐ Satisfied
- ☐ Neither satisfied nor dissatisfied
- ☐ Dissatisfied
- ☐ Very dissatisfied

161. All things being equal (no differences in costs and quality of housing on post and off post), where would you like to live?

- ☐ Greatly prefer on post
- ☐ Prefer on post
- ☐ No preference
- ☐ Prefer off post
- ☐ Greatly prefer off post

162. How many minutes does it usually take you to get from where you live to your place of duty?

MINUTES		
0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

163. Is there a working telephone where you live?

- ☐ Yes
- ☐ No

164. This next question has two parts. First, how useful is it (or would it be) for the Army to provide the following programs and services at your current location? Then, tell us whether you have ever used these services and programs at your current location.

	How Useful for Army to Provide				Have Used Service/Program	
	Very Useful	Somewhat Useful	Not Useful		Yes	No
<b><u>Financial Information and Assistance</u></b>						
a. Budget counseling .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→	<input type="radio"/>	<input type="radio"/>
b. Financial class on preparing for PCS .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→	<input type="radio"/>	<input type="radio"/>
c. Emergency loan services .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→	<input type="radio"/>	<input type="radio"/>
<b><u>Family Member Employment Assistance</u></b>						
d. Spouse employment referrals .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→	<input type="radio"/>	<input type="radio"/>
e. Spouse career planning .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→	<input type="radio"/>	<input type="radio"/>
f. Spouse employment skills training .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→	<input type="radio"/>	<input type="radio"/>
<b><u>Relocation Assistance</u></b>						
g. Community orientation .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→	<input type="radio"/>	<input type="radio"/>
h. Premove information .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→	<input type="radio"/>	<input type="radio"/>
i. Sponsorship assistance .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→	<input type="radio"/>	<input type="radio"/>
j. Landing closet .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→	<input type="radio"/>	<input type="radio"/>
k. Relocation counseling .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→	<input type="radio"/>	<input type="radio"/>
<b><u>Community Service Assistance</u></b>						
l. Directory of community services and programs .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→	<input type="radio"/>	<input type="radio"/>
m. Services for families living off-post .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→	<input type="radio"/>	<input type="radio"/>
n. Services for families separated from soldier .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→	<input type="radio"/>	<input type="radio"/>
o. Information and referral services .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→	<input type="radio"/>	<input type="radio"/>
p. Libraries .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→	<input type="radio"/>	<input type="radio"/>
q. Housing location referrals .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→	<input type="radio"/>	<input type="radio"/>
r. Legal services .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→	<input type="radio"/>	<input type="radio"/>
s. Recreation services .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→	<input type="radio"/>	<input type="radio"/>

	How Useful for Army to Provide				Have Used Service/Program	
	Very Useful	Somewhat Useful	Not Useful		Yes	No
<b>Emergency Assistance</b>						
t. Crisis hot line .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→	<input type="radio"/>	<input type="radio"/>
u. Emergency food .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→	<input type="radio"/>	<input type="radio"/>
v. Emergency home furnishings .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→	<input type="radio"/>	<input type="radio"/>
w. Emergency long distance phone calls .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→	<input type="radio"/>	<input type="radio"/>
<b>Other Assistance</b>						
x. Drug and alcohol treatment .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→	<input type="radio"/>	<input type="radio"/>
y. Individual counseling .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→	<input type="radio"/>	<input type="radio"/>
z. Marriage and family therapy .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→	<input type="radio"/>	<input type="radio"/>
aa. Services for handicapped family members .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→	<input type="radio"/>	<input type="radio"/>
bb. Child daycare — drop-in .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→	<input type="radio"/>	<input type="radio"/>
cc. Child daycare — full-day .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→	<input type="radio"/>	<input type="radio"/>
dd. Child abuse services .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→	<input type="radio"/>	<input type="radio"/>
ee. Spouse abuse services .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→	<input type="radio"/>	<input type="radio"/>
ff. Youth recreation programs .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→	<input type="radio"/>	<input type="radio"/>
gg. Youth employment programs .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→	<input type="radio"/>	<input type="radio"/>
hh. Services for foreign born spouses .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→	<input type="radio"/>	<input type="radio"/>
ii. Programs for spouses during TDY's/deployments/ mobilizations .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→	<input type="radio"/>	<input type="radio"/>
<b>Assistance To Singles</b>						
jj. Premarriage counseling .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→	<input type="radio"/>	<input type="radio"/>
kk. Single parent support groups .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→	<input type="radio"/>	<input type="radio"/>
ll. Social/recreation programs for singles .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→	<input type="radio"/>	<input type="radio"/>
mm. Special child care services for single parents .....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→	<input type="radio"/>	<input type="radio"/>

**If you would like to make any comments concerning the Army and Army life, please write them below and on the next page.**

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- **Your spouse (if you are married).**
- **Someone who will always know how to get in touch with you.**

COMMENTS CONTINUED BELOW:

## FOR ALL SOLDIERS

Please enter below the name and address of someone who will always know how to get in touch with you. We hope to get more in depth information from some of the respondents in the future.

Someone (other than your spouse) who will always know your address.

NAME: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

PHONE: (     ) \_\_\_\_\_

## FOR MARRIED SOLDIERS

Also because Army spouses' views on family issues are very important for this survey, we would like to include your spouse in this survey. We need you to give us your spouse's name, address, and phone number. We will mail your spouse a questionnaire directly to his or her home address.

PLEASE PRINT

Spouse's Name: \_\_\_\_\_  
(Last Name) (Spouse's First) (MI)

Street Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip Code: \_\_\_\_\_

Home Phone Number: (     ) \_\_\_\_\_

Spouse's Work Phone Number: (     ) \_\_\_\_\_

☐ Please check here if your spouse is on active duty.

Please hand this form in with your completed questionnaire.

THANK YOU FOR COMPLETING THIS SURVEY

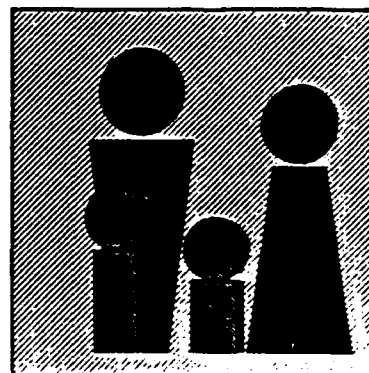
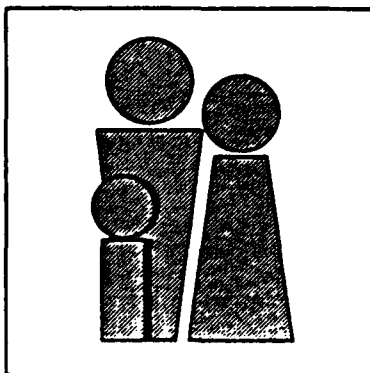
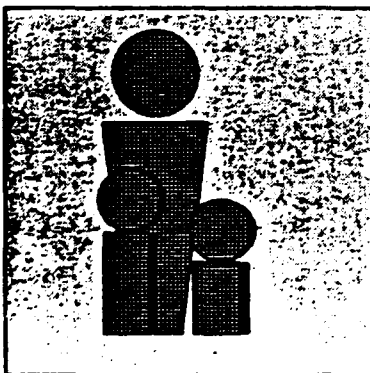
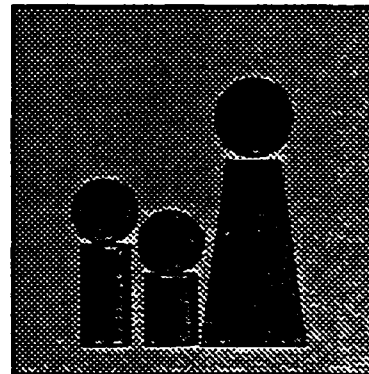
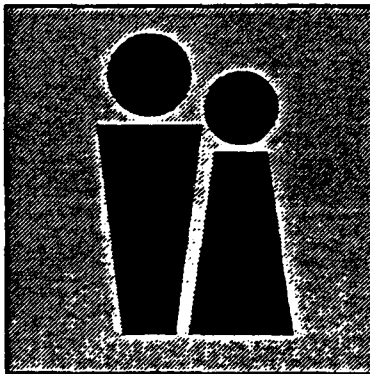
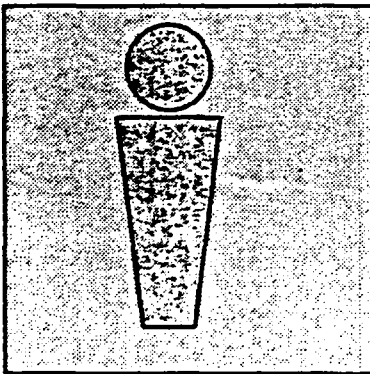
Army Family Research Program



Bar Code Label Here

# 1989 Army Soldier and Family Survey

## UNIT INFORMATION FORM





## UNIT INFORMATION FORM

### A. Instructions

This Unit Information Form is in four parts:

1. Unit Status Summary
2. Unit Activities and Practices
3. Other Unit Information
4. Soldier Job Performance

We need the information on your unit for all four parts of this form. Complete the form by \_\_\_\_\_ and send it back to the Installation Project Officer (IPO) in the envelope provided. The IPO will give the envelope, unopened, to the project team leader, who will take it back to the contractor project office for analysis.

You can have other unit personnel assist in filling out the form if needed, but please be sure the form gets back to you in time to return to the IPO.

The four parts of the form are described in more detail below.

### B. Parts of Form

#### 1. Unit Status Summary

This asks for information related to the readiness status of your unit. A copy of the instructions, which is based on the instructions for completing the Unit Status Report, is attached at the back.

#### 2. Unit Activities and Practices

This asks about activities and practices your unit may have for soldiers and families, and about how important you think these activities and practices are to soldiers.

#### 3. Other Unit Information

This asks for some additional information describing your unit, its manpower, and its work.

#### 4. Soldier job Performance

This lists the soldiers in your unit who are included in the sample for this survey. For each soldier, please circle the number that best describes the command's assessment of the soldier's job performance.

### C. Team Leader

If you have questions or need additional information, please contact the project team leader:

Team Leader: \_\_\_\_\_

Contact at:

Day time: \_\_\_\_\_

Evening: \_\_\_\_\_

or, call Nick Holt or Ella Akin at Research Triangle Institute  
(1-800-334-8571).

Thank you for your participation in this project.

#### CONFIDENTIALITY

This research is being conducted by Research Triangle Institute, Caliber and Human Resource Research Organization under contract with the U.S. Army Research Institute for the Behavioral and Social Sciences (ARI). A major objective of the research is to assess the effects of family, unit, and other factors on soldier and unit readiness. This form asks for information on soldier and unit readiness, unit practices, and other information needed for the research. The soldiers and units were selected as part of a probability sample in the U.S. Army.

Your participation is voluntary but the information you provide is very important. The information you provide will be held as confidential in accordance with Public Law 93-573, which is called the Privacy Act of 1974. The completed forms will be seen only by staff of the civilian contractors. The contractors will not release personally identifiable data collected under this contract to anyone in the Army or other agencies, except as necessary to allow future contact for research purposes or to merge data records in ways allowed by law and regulation. The information you provide and some personnel data obtained from records will be combined with survey data from soldiers and spouses to prepare a report.

Authority to conduct this research is contained in 10 United States Code Sections 137 and 2358, which authorize retention of military personnel and research to accomplish this objective.

UNIT INFORMATION FORM  
Part 1. UNIT STATUS SUMMARY

UNIT: \_\_\_\_\_ DATE: \_\_\_\_\_

Please refer to attached instructions to complete this form.

1. Average personnel available over the past 6 months:
  - 01 Consistently far below required.
  - 02 Occasionally far below required.
  - 03 Consistently somewhat below required.
  - 04 Occasionally somewhat below required, but usually at required level.
  - 05 Consistently at required level.
  
2. Average personnel MOS-trained over the past 6 months:
  - 01 Consistently far below required.
  - 02 Occasionally far below required.
  - 03 Consistently somewhat below required.
  - 04 Occasionally somewhat below required, but usually at required level.
  - 05 Consistently at required level.
  
3. Average personnel turnover over the past 3 months:
  - 01 Very high.
  - 02 Fairly high.
  - 03 Moderate.
  - 04 Fairly low.
  - 05 Very low.
  
4. Average equipment mission-capable over the past 6 months:
  - 01 Consistently far below fully capable.
  - 02 Occasionally far below fully capable.
  - 03 Consistently somewhat below fully capable.
  - 04 Occasionally somewhat below fully capable, but usually fully mission-capable.
  - 05 Consistently fully mission-capable

5. Average METL proficiency over the past 6 months:
- 01 Consistently far below standard.
  - 02 Occasionally far below standard.
  - 03 Consistently somewhat below standard.
  - 04 Occasionally somewhat below standard, but usually at standard.
  - 05 Consistently at or above standard.
6. Participation in FTX (12 months): \_\_\_\_\_ Days
7. Participation in CPX (12 months): \_\_\_\_\_ Days
8. External evaluations to ARTEP standard (12 months): \_\_\_\_\_ Number
9. Last external evaluation to ARTEP standard: \_\_\_\_\_ Month/Year
10. Results (for this unit) of last external evaluation to ARTEP standard:
- 01 All tasks performed poorly; all functional areas performed poorly; unit performance far below standard.
  - 02 Most tasks performed poorly; most functional areas performed poorly; unit performance below standard.
  - 03 About half of the tasks performed well; about half of the functional areas performed well; unit performance somewhat below standard.
  - 04 Most tasks performed well; most functional areas performed well; unit performance nearly to standard.
  - 05 All tasks performed well; all functional areas performed well; unit performance at or above standard.
11. Deployment or readiness exercises (12 months): \_\_\_\_\_ Number
12. Last deployment or readiness exercise: \_\_\_\_\_ Month/Year
13. Results (for this unit) of last deployment exercise:
- 01 All areas unsatisfactory; unit far below standard.
  - 02 Most areas unsatisfactory; unit below standard.
  - 03 About half of the areas satisfactory; unit somewhat below standard.
  - 04 Most areas satisfactory; unit nearly to standard.
  - 05 All areas satisfactory; unit at or above standard.

14. External general inspections (12 months): \_\_\_\_\_ Number
15. Last external general inspection: \_\_\_\_\_ Month/Year
16. Results (for this unit) of last external general inspection:
- 01 All inspected areas found unsatisfactory; unit performance far below standard.
  - 02 Most inspected areas found unsatisfactory; unit performance below standard.
  - 03 About half of inspected areas found satisfactory; unit performance somewhat below standard.
  - 04 Most inspected areas found satisfactory; unit performance nearly to standard.
  - 05 All inspected areas found satisfactory; unit performance at or above standard.
17. Comments: (Reference item number. Continue on additional pages as needed.)

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## Part 2. UNIT ACTIVITIES AND PRACTICES

Units may use a variety of activities or practices to support soldiers and their families. Using the list below, please indicate (1) which activities or practices are used in your unit, and (2) their level of importance to soldiers in your unit.

<u>Activity/Practice</u>	<u>(1) Does Your Unit..</u>		<u>(2) How Important is the Activity or Practices to Soldiers</u>		
	<u>Yes</u>	<u>No</u>	<u>Not Important</u>	<u>Somewhat Important</u>	<u>Very Important</u>
Have an active Sponsorship Program	01	02	01	02	03
Provide spouse/family orientation to unit/installation	01	02	01	02	03
Publish family newsletter	01	02	01	02	03
Inform families about unit activities and the significance of the mission.	01	02	01	02	03
Introduce spouses to soldiers' "world of work" (e.g., "Go to work with your Army spouse day")	01	02	01	02	03
Have unit activities that involve the whole family	01	02	01	02	03
Have social events for families	01	02	01	02	03
Regulate work hours to minimize unnecessary disruption to family time	01	02	01	02	03
Allow soldiers time off for urgent family matters (e.g., medical care for family members)	01	02	01	02	03
Allow soldiers time off for non-urgent family matters (e.g., family activities)	01	02	01	02	03
Encourage volunteer activities by spouses	01	02	01	02	03
Provide pre-deployment programs or counseling	01	02	01	02	03
Have a Family Support Group (FSG)	01	02	01	02	03
Encourage spouse support networks during separations	01	02	01	02	03

If your unit has other activities or practices to support soldiers and their families, please describe these: \_\_\_\_\_

Part 3. OTHER UNIT INFORMATION

1. If this a COHORT (New Manning System) Unit?

01 Yes  
02 No

2. How many members are listed on the Manpower Document for this unit?

\_\_\_\_\_ (number)

3. Of the members listed on the Manpower Document for this unit, how many...

Work with the unit on a customary daily basis? \_\_\_\_\_ (number)

Are permanently or semi-permanently  
attached to other Work Centers? \_\_\_\_\_ (number)

4. What percentage of the junior enlisted soldiers in this unit live in the unit's barracks?

\_\_\_\_\_ (percentage)

5. How adequate are the unit's work and training facilities?

01 Very Adequate  
02 Adequate  
03 Neither Adequate nor Inadequate  
04 Inadequate  
05 Very inadequate

6. If you have any additional notes or comments, please write them here:

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**INSTRUCTIONS**  
**Unit Status Summary**

(THIS FORM IS TO BE COMPLETED BY THE UNIT COMMANDER.)

The following notes provide information on completing the form.

**Item 1: Average personnel available rating**

- a. The available personnel rating is based on a comparison of available personnel and required personnel, over the past six months.
- b. Use your unit's MTOE/TDA to determine required strength (cadre column for cadre units; TOE Type B column for Type B units; and MTOE/TDA required column for all other units). For MTOE organizations, additions provided by augmentation TDA for non-TOE missions are excluded from required strength computations.
- c. Available personnel are those personnel assigned to the unit who are available for deployment and/or employment. Personnel will be considered not available for deployment or employment if they are in one of the categories below.
  1. Legal processing precludes moving with or performing assigned duties in the unit (arrest and confinement, pending military or civil court action, under investigation for subversion or disaffection, or under investigation by a military or civil criminal investigating activity).
  2. Absent without leave (AWOL).
  3. Assigned, but has not joined the reporting unit or has departed for their next duty assignment.
  4. Hospitalized, convalescent, requires emergency dental treatment, or temporary profile that precludes satisfactory duty performance in the unit under wartime conditions.
  5. On temporary duty or leave and not able to return within the prescribed response time for unit contingency missions. However, personnel on temporary duty in their wartime area of responsibility will be considered available.
  6. Commander's restriction. For example, commander's determination of nonavailability or unsuitability to perform unit duties (human reliability program, pending separation or compassionate reassignment, etc.).

The remaining restrictions on availability apply to CONUS, Alaska, and Hawaii based units only.

7. Has not completed a minimum of 12 weeks basic or advanced military training or its equivalent (as prescribed by law).
  8. Sole surviving family member, deferred from hostile fire zone, or conscientious objector.
  9. Soldiers with less than 7 days to expiration of term of service on the actual or programmed deployment date and who has not requested extension of reenlistment.
  10. Pregnant soldiers.
  11. Commander's restrictions. For example, soldiers with extreme family problems which, in the opinion of the unit commander, are serious enough to warrant deleting the individual from the deployment strength.
- d. Rate the average available personnel strength, for the six months preceding the date off this form. Indicate your rating using the descriptions in Item 1.



**Item 2: Average personnel MOS-trained rating**

- a. The available MOS-trained personnel rating is based on a comparison of available MOS-trained personnel and required MOS-trained personnel, over the past six months.
- b. Determine the number of MTOE/TDA personnel spaces required by identity (officer, warrant officer, and enlisted) and by military occupational speciality code (MOSC).
- c. Determine the number of personnel included in the available strength of the unit by identity and MOSC. Match the trained available personnel against requirements. Personnel are to be considered as MOS-trained as follows:
  1. Match officers to officer spaces on a one-for-one basis. Officers may be considered as MOS trained insofar as skill level is concerned when they have completed an officer basic course and the commander feels that they have the minimum skills needed to perform the wartime duties of their assigned position. They must also hold a grade within one grade higher or two grades lower than the required by MTOE/TDA.
  2. Using only the first three characters of the MOSC, consider WO and enlisted soldiers MOS-trained when they can be used in their primary MOSC (PMOSC), secondary MOSC (SMOSC), or an MOSC that can be substituted for the above (AR 611-201).
  3. Personnel who have successfully completed an MOS awarding program (for example, on-the-job training (OJT) or school), but have not been officially awarded the MOS due to administrative delays, will be counted as MOS-trained for these purposes.
  4. Personnel who are overstrength in a specific skill will not be counted as MOS-trained. Any personnel holding a PMOSC that is surplus to reporting unit requirements and who have been awarded an SMOSC, AMOSC, or a substitute MOSC that matches a unit required vacancy will be counted against that vacancy as MOS-trained. For example, if a unit requires four cooks and has six MOS-trained cooks in its available strength, count only four against the requirement for cooks. However, if any of the cooks have an SMOSC or AMOSC of truck driver, and if truck driver required vacancies exist, then count the two remaining cooks as available MOS-trained drivers.
- d. Rate the average available MOS-trained personnel strength, for the six months preceding the date of this form. Indicate your rating using the descriptions in Item 2.

**Item 3: Average personnel turnover rating**

- a. The rating of personnel turnover is an indicator of unit turmoil by comparing the number of personnel reassigned, discharged, or separated during the 3 months preceding the date of this form to the date of this form.
- b. Identify the number of personnel reassigned or discharged from the unit during the preceding 3 months. Do not count transfers within the unit.
- c. Rate the average personnel turnover, for the three months preceding the date of this form. Indicate your rating using the descriptions in Item 3.

**Item 4: Average equipment mission capable rating**

- a. The rating of average equipment mission capable is based on a comparison of the combined effect of fill and maintenance shortfalls on the status of selected equipment to wartime requirements, over the past six months.

- b. Determine reportable equipment and required quantities. Refer to your unit's MTOE/TDA to determine reportable equipment and required quantities. Reportable equipment is that equipment which:
  1. For MTOE units, is designated on a unit's MTOE as equipment readiness code "A" (ERC-A), primary weapons and equipment, that is also designated as maintenance reportable.
  2. For TDA units, is listed on a unit's TDA and is designated as DA Form 2406, DA Form 3266-1, or DA Form 1352 reportable.
  3. Has a requirement of 1 or greater shown in the MTOE/TDA.
  4. Has not been designated as nonreportable/exempt from reporting.
  5. Is not an aircraft assigned to a nonaviation unit (unless assigned aircraft is designated as a pacing item).
- c. Determine available days/hours.
  1. Fully mission capable data from DA Form 2406, DA Form 3266-1, and/or DA Form 1352 will be used to determine available days/hours.
  2. During peacetime, equipment mission capable will be based on the fully mission capable status of the unit's reportable equipment averaged over a 1-month period. Compute fully mission capable data beginning the 16th day of the month and ending the 15th day of the next month.
  3. Substitute and in-lieu-of equipment will be reported. If a substitute or in-lieu-of item that is not DA Form 2406 reportable is being counted against a required MTOE ERC-A or TDA LIN that is DA Form 2406 reportable, take nonavailable days for this equipment from DD Form 314.
- d. Determine possible days/hours, based on the on-hand quantity of MTOE/TDA required equipment that is maintenance reportable, and the number of days/hours that equipment was on-hand during the period.
- e. Rate the average level of equipment mission capable, for the six months preceding the date of this form. Indicate your rating using the descriptions in Item 4.

Item 5: Average METL proficiency rating

- a. The rating of average METL training proficiency is based on a comparison of the number of METL tasks which the unit is able to perform in full, as well as those tasks which the unit can perform in part, to the total number of METL tasks, over the past six months.
- b. In determining the number of METL tasks which the unit is able to perform in full, as well as those tasks which the unit can perform in part, the following factors should be considered:
  1. Proficiency shown by the unit and organic subelements during recent external evaluations and inspections and training events.
  2. Personnel present for training.
  3. Equipment present for training.
  4. Availability of personnel to meet MOS and special skill requirements.
  5. Leader qualifications.
  6. Results of SQT, CTT, and APRT.
  7. Individual and crew-served weapons proficiency as indicated by attainment of weapons training standards.
  8. The ability to operate in an NBC environment.
  9. Availability of flying hours, training ammunition, simulation devices, and fuel.
  10. Time elapsed and turnover of key personnel since major training events occurred.
  11. Quality of training conducted, and the availability and quality of training areas.

- c. Considering the factors in paragraph b, determine the METL tasks which the unit is able to perform in full, as well as in part. Those METL tasks which the unit can perform to standard without requiring additional training represent the unit's METL proficiency.
- d. Rate the average METL proficiency, for the six months preceding the date of this form. Indicate your rating using the descriptions in Item 5.

**Item 6: Participation in FTX (12 months)**

- a. In Item 6, record the number of days that the unit has participated in FTXs (duration greater than or equal to 72 hours) for the previous 12 months.

**Item 7: Participation in CPX (12 months)**

- a. In Item 7, record the number of days that the unit has participated in CPX (duration greater than or equal to 24 hours) for the previous 12 months.

**Item 8: External evaluations to ARTEP standard (12 months)**

- a. In Item 8, record the number of external evaluations to ARTEP standard in which the unit participated during the previous 12 months. Units that do not have published ARTEP standards should record "NA."

**Item 9: Last external evaluation to ARTEP standard (MMYY)**

- a. In Item 9, record the date (month and year) of the most recent external evaluation to ARTEP standard in which the unit participated. Units that do not have published ARTEP standards should record "NA."

**Item 10: Results (for this unit) of last external evaluation to ARTEP standard**

- a. Using the descriptions provided on the form, indicate the results of the last external evaluation in which the unit participated, as they pertain to the unit. Units that do not have published ARTEP standards should leave Item 10 blank.

**Item 11: Deployment of readiness exercises (12 months)**

- a. In Item 11, record the number of externally evaluated deployment or readiness exercises (EDRES, Alerts, etc.) in which the unit participated during the previous 12 months.

**Item 12: Last deployment or readiness exercise (MMYY)**

- a. In Item 12, record the date (month and year) of the most recent externally evaluated deployment or readiness exercise in which the unit participated. Units that have never participated in an externally evaluated deployment or readiness exercise should record "NA."

**Item 13: Results (for this unit) of last deployment or readiness exercise**

- a. Using the descriptions provided on the form, indicate the results of the last externally evaluated deployment or readiness exercise in which the unit participated. Units that have never participated in an externally evaluated deployment or readiness exercise should leave Item 13 blank.

**Item 14: External general inspections (12 months)**

- a. In Item 14, record the number of externally conducted general inspections (Annual General Inspection, Command Inspections, etc.) in which the unit participated during the previous 12 months.

**Item 15: Last general inspection (MMYY)**

- a. In Item 15, record the date (month and year) of the most recent externally conducted general inspection in which the unit participated. Units that have never participated in an externally conducted general inspection should record "NA."

**Item 16: Results (for this unit) of last general inspection**

- a. Using the descriptions provided on the form, indicate the results of the last externally conducted general inspection in which the unit participated. Units that have never participated in an externally evaluated conducted general inspection should leave Item 16 blank.

**Item 17: Comments**

- a. In the space provided, provide explanatory comments regarding information reported in Items 1 through 16. Comments should be referenced to specific item numbers.

Prepared by: \_\_\_\_\_ Signature: \_\_\_\_\_

Position: \_\_\_\_\_ Telephone No. (Comm): \_\_\_\_\_

## **APPENDIX B**

### **Composites Used in the Initial Analysis**

Table 1. Composites Used in the Initial Analysis

<u>Composites</u>	<u>Name/Component Items</u>	<u>Alpha Reliability</u>
AFFIT	<p>Army/Family Fit</p> <p>(130. Do you agree or disagree with each of the following statements? strongly agree, agree, neither agree nor disagree, disagree, strongly disagree)</p> <p>130A My spouse and I consider ourselves to be a team working for Army goals.</p> <p>130B My spouse understands the demands of my Army job.</p> <p>130C My spouse does a great deal to further my career.</p>	.77
ALIEN	<p>Lack of Alienation</p> <p>(74. For each of the feelings listed below, indicate how often in the past month you have had the feeling. all of the time, most of the time, more often than not, occasionally, rarely, never)</p> <p>74B Isolated.</p> <p>74D Lonely.</p> <p>74E Afraid.</p>	.71
ARFMINTR	<p>Lack of Army-Family Interference</p> <p>(149. In the <u>last month</u>, how often have your Army responsibilities created the following problems for you and your family? very seldom or never, seldom, sometimes, often, very often or always, does not apply)</p> <p>149B Problem getting housework done.</p> <p>149C Problem taking care of family needs (such as doctor visits, or sick child)</p> <p>149D Lack of free time to spend with your family.</p> <p>149E Being unable to attend events with family members.</p>	.84

ARMYSER

Seeking Help Would Not Hurt Career

.75

(130. Do you agree or disagree with each of the following statements? strongly agree, agree, neither agree nor disagree, disagree, strongly disagree)

130E If a spouse goes to someone in the soldier's chain of command for help with a problem, it could hurt the soldier's military career.

130F If a spouse goes to military service providers (ACS, Chaplains, etc.) for help with a problem, it could hurt the soldier's military career.

ARMYVAGR

Agreement/Commitment to Army Values

.86

(72. How much do you agree or disagree with the following statements? strongly agree, agree, neither agree nor disagree, disagree, strongly disagree)

72A I feel no commitment to the Army.

72B My values and the Army's values are similar.

72C There's not much to be gained by staying in the Army until retirement.

72D For me, the Army is the best organization to work for.

72E Deciding to join the Army was a mistake on my part.

72F I can fulfill my personal goals and plans if I stay in the Army until retirement.

720 If I suddenly became rich (due to an inheritance, lottery winning, etc.), I would continue my Army career until retirement.

ARPOLSUP

Support for Army Policies

.79

(148. How has each of the following Army policies affected your family at your current location? very helpful, somewhat helpful, no effect, somewhat harmful, very harmful, don't know)

148A Family support during deployment.

148B On-post housing assignment.

148C Permanent Change of Station (PCS)

148D Military child care priority.

148E Family violence and abuse.

148F Emergency financial assistance.

148G Referral to off-post civilian medical services.

148H Military spouse priority for federal jobs.

COMMCOMP

Army-Civilian Community Comparisons

.79

(69. How *much* better or worse do you think these aspects would be for you in civilian life than they are for you in the Army? much worse in civil. life, worse in civil. life, about the same in both, better in civil. life, much better in civil. life, does not apply, don't know)

- 69Q Quality of place for children to grow up.
- 69S Quality of medical care for family members.
- 69T Programs and services for families.
- 69U Quality of community you live in.
- 69V Opportunity to make good friends.

COMMSAT

Satisfaction with Community

.77

(68. Listed below are some aspects of work, personal/family, and community life. Please indicate how good or bad they are for you at this location. very good, good, neither good nor bad, bad, very bad, does not apply, don't know)

- 68Q Quality of place for children to grow up.
- 68S Quality of medical care for family members.
- 68T Programs and services for families.
- 68U Quality of community you live in.
- 68V Opportunity to make good friends.

COMMSUPP

Community Support Network

.74

(89. To what extent can you count on the following people for help with a personal or family problem? very great extent, great extent, moderate extent, slight extent, not at all)

- 89A A leader at your place of duty.
- 89B Someone else you work with.
- 89C A neighbor or friend who is in the Army.
- 89D A neighbor or friend who is not in the Army.
- 89E Staff of an Army service agency (example, ACS or Chaplain)
- 89F Parents or other close relatives (not your spouse or children)



FAMDISAG

Infrequent Family Disagreement

.79

(128. Most couples have disagreements from time to time. How often do you and your spouse have disagreements about...every day, more than once a week, weekly, monthly, less than once a month, never, does not apply)

128A spending money?

128B giving enough affection to each other?

128C time spent together?

128E division of household chores?

FAMSTRNG

Family Coherence and Strength

.78

(146. The items below relate to your family, meaning you, your spouse and/or children. [PLEASE MARK THE NUMBER THAT BEST REFLECTS YOUR ANSWER.] )

146A When we have to get things done that depend on cooperation of all members of the family, I feel:

1-There is almost no chance that things will get done.

7-Things will always get done.

146B When my family faces a tough problem, I feel that:

1-There is no hope of solving the problem.

7-We will solve the whole problem.

146C When my family is going through a rough period, we tend to:

1-Feel sure that things will get better.

7-Become discouraged and doubt if things will ever get better.

JOBCOMP

Army-Civilian Job Comparisons

.83

(69. How much better or worse do you think these aspects would be for you in civilian life than they are for you in the Army? much worse in civil. life, worse in civil. life, about the same in both, better in civil. life, much better in civil. life, does not apply, don't know)

- 69A Your opportunities for advancement.
- 69B Your pay.
- 69C Your retirement benefits.
- 69D Type of work you do.
- 69E Your treatment by supervisors.
- 69F Opportunities to make use of your abilities.
- 69G Your job security.
- 69H Your work rules and regulations.
- 69K Opportunity for excitement/adventure.
- 69L Opportunity to serve country.

LFSUPP

Leader Support for Families

.75

(71. How supportive of Army families are the following leaders at your current location? very supportive, supportive, neutral, unsupportive, very unsupportive, don't know)

- 71A Officers in high post/installation positions.
- 71B Officers at my place of duty.
- 71C NCOs at my place of duty.

MARIEQY

Marital Equity Between Spouses

.68

(72. How much do you agree or disagree with the following statements? strongly agree, agree, neither agree nor disagree, disagree, strongly disagree)

- 72L Both a husband and wife should share equally in the responsibilities of child care.
- 72M A woman should be able to make long range plans for her career in the same way that a husband does for his.

MARISEP

Lack of Marital Separation Risk

.78

(131. The questions below are about your thoughts and activities concerning your marriage in the last twelve months. In the last twelve months, did you.....yes, no)

131A think your marriage might be in trouble?

131B seriously think about getting a divorce or separation?

131C seriously discuss the issue of a divorce or separation?

131D actually file for divorce or separation?

MWRKSTRS

Lack of Work Stress - Married Soldiers

.76

(75. How frequently do you come home at the end of your duty day feeling... almost every day, about 2-3 times a week, about once a week, 2-3 times a month, about once a month, almost never)

75A too tired to enjoy doing things?

75C in a good mood and ready to have fun with others?

75D in such a bad mood that I am difficult to be around?

(130. Do you agree or disagree with each of the following statements? strongly agree, agree, neither agree nor disagree, disagree, strongly disagree)

130K At home, I am so tired or pre-occupied about work that I don't have much time or energy left for my family.

PARCHSAT

Satisfaction with Parent/Child Relationship

.88

(140. During the last six months, how satisfied have you been with each of the following: very satisfied, satisfied, neither satisfied nor dissatisfied, dissatisfied, very dissatisfied)

140A Amount of time you spend with your child(ren)?

140B Your ability to meet your child(ren)'s emotional needs?

140C Your ability to meet your children's educational/learning needs?

140D The overall quality of time you spend with your child(ren)?

RELOCADJ

Relocation Adjustment

.74

(156. Think about your move to your current location. How serious a problem were each of the following: serious problem, somewhat of a problem, slight problem, not a problem, does not apply)

- 156A Moving and setting up a new household.
- 156B Costs incurred during move.
- 156E Your adjusting to new environment.
- 156G Finding permanent housing.

SELFESTM

Self Esteem

.62

(74. For each of the feelings listed below, indicate how often in the past month you have had the feeling. all of the time, most of the time, more often than not, occasionally, rarely, never)

- 74A Secure.
- 74C Pleased with yourself.
- 74F Hopeful.

SEPANXTY

Low Separation Anxiety

.81

(126. Here is a list of feelings or worries some soldiers have about their family [their spouse, children] when they are away on Army assignment, IDY, or deployment. How often do you worry about each of the following when you are away? very seldom or never, seldom, sometimes, often, very often or always, does not apply)

- 126A Your family's safety.
- 126B Your family's ability to get car or household repairs done.
- 126C Your family having enough money to meet expenses, pay bills, etc.
- 126E Your family's safety in the event of war.

SEPCOP

Spouse Copes Well in Soldier's Absence

.88

(127. How much of a problem would your spouse have coping if you had to go away on an Army assignment, such as TDY or deployment, for....very serious problem coping, serious problem coping, moderate problem coping, slight problem coping, no problem coping)

- 127A Less than 2 weeks.
- 127B 2 weeks to a month.
- 127C Several months.
- 127D Six months.

SOCSUPP

Social Support Availability

.89

(88. At your current location, is there a friend, neighbor, or relative [besides your spouse, if you are married] outside your home who will: yes, always; yes, sometimes; no; does not apply)

- 88A Listen to you when you need to talk.
- 88B Go with you to do something enjoyable.
- 88C Help with your daily chores if you are sick.
- 88E Lend you household tools or equipment.
- 88F Make a short-term loan of \$25.00-\$50.00
- 88G Provide transportation when you need it.

SOLDIER

Being a good soldier is important

.85

(40. How important is each of the following to you personally? very important, important, not very important, not at all important)

- 40A Exhibiting excellent military bearing and appearance.
- 40B Being an excellent all-around soldier.
- 40C Being an outstanding leader.
- 40D Being disciplined and courageous in battle.

SPARINTR Lack of Spouse-Army Job Interference

- 112 To what extent does your spouse's current paid job(s) interfere with your Army job? (very great extent, great extent, moderate extent, slight extent, not at all)
- 113 To what extent does your Army job interfere with your spouse's current paid job(s)? (very great extent, great extent, moderate extent, slight extent, not at all)

SPOINV Spouse Involvement in Soldier's Career

- (130. Do you agree or disagree with each of the following statements? strongly agree, agree, neither agree nor disagree, disagree, strongly disagree)
- 130A My spouse and I consider ourselves to be a team working for Army goals.
- 130B My spouse understands the demands of my Army job.
- 130C My spouse does a great deal to further my career.
- 130D My spouse is willing to make changes to help me advance in the Army.
- 130G My spouse is someone I can really talk with about things that are important to me.
- 130H I keep my spouse well informed about the unit's work activities.

TIMECOMP Army-Civilian Freedom/Time Comparisons

- (69. How much better or worse do you think these aspects would be for you in civilian life than they are for you in the Army? much worse in civil. life, worse in civil. life, about the same in both, better in civil. life, much better in civil. life, does not apply, don't know)
- 69I Your working hours and schedule.
- 69J Personal freedom.
- 69M Time for personal/family life.

TIMESAT	Satisfaction with Personal Freedom and Time	.81
	(68. Listed below are some aspects of work, personal/family, and community life. Please indicate how good or bad they are for you <u>at this location</u> . very good, good, neither good nor bad, bad, very bad, does not apply, don't know)	
	68I Your working hours and schedule.	
	68J Personal freedom.	
	68M Time for personal/family life.	
UCOMCON	Unit Combat Confidence	.86
	(21. How would you describe each of these? very low, low, moderate, high, very high, does not apply; my unit would not be used in a combat situation)	
	21B In the event of combat, how would you describe <u>your confidence</u> in your unit members?	
	21C How would you describe your unit's readiness for combat?	
	(22. How much do you agree or disagree with the following statements about your unit or <u>place of duty</u> ? <i>strongly disagree, disagree, can't say, agree, strongly agree, does not apply</i> )	
	22D The <u>officers</u> in this unit would lead well in combat.	
	22E The <u>NCOs</u> in this unit would lead well in combat.	
	22F The soldiers in this unit have enough skills that I would trust them with my life in combat.	
ULFSUPP	Unit Leader Family Support	.80
	(19. To what extent do the following apply to the leaders at your unit or place of duty? very great extent, great extent, moderate extent, slight extent, not at all)	
	19A The leaders of my unit encourage unit-wide family activities.	
	19B The leaders of my unit know about Army family programs.	
	19C If war broke out, the leaders of my unit would be concerned about the welfare of their soldiers' families.	

UMORALE

Unit Morale

.78

(21. How would you describe each of these? very low, low, moderate, high, very high, does not apply; my unit would not be used in a combat situation)

21A What is the level of morale in your unit?

(22. How much do you agree or disagree with the following statements about your unit or place of duty? strongly disagree, disagree, can't say, agree, strongly agree, does not apply)

22A I am proud of my unit.

22C My superiors make a real attempt to treat me as a person.

UPERSUPP

Unit Personnel Support

.80

(18. How often do the following occur at your current duty assignment? very often or always, often, sometimes, seldom, very seldom or never)

18E You get recognition from leaders for the work you do.

18K Your supervisors' enthusiasm for the Army inspires you to perform the best that you can.

18L Discipline is administered fairly.

18M Soldiers help each other out when they have personal problems.

18N When you or someone you work with has a personal problem, your supervisor is willing to listen.

USUPSUPP

Unit Supervisor Family Support

.87

(18. How often do the following occur at your current duty assignment? very often or always, often, sometimes, seldom, very seldom or never)

18O When you or someone you work with has a family problem, your supervisor is willing to listen.

18P Your supervisor shows a real interest in the welfare of families.

18Q Your supervisor allows soldiers time off for urgent family matters (example, medical care).

18R Your supervisor allows soldiers time off for non-urgent family matters (example, family activities).



WORKMOT

Work Motivation

.61

- (18. How often do the following occur at your current duty assignment?  
very often or always, often, sometimes, seldom, very seldom or never)
- 18A Your skills and abilities are needed for getting the job done.  
18B Soldiers are encouraged to develop new ways of doing things.  
18J You are assigned work that is not valuable to the Army.

WORKPRED

Work Predictability

.76

- (18. How often do the following occur at your current duty assignment?  
very often or always, often, sometimes, seldom, very seldom or never)
- 18C At the start of the duty day you do not know when you will leave work at the end of the day.  
18D You are kept at work beyond normal duty hours.  
18F After you leave work at the end of the duty day, you are called back for an additional detail.  
18G You have to cancel leave or important personal/family plans because of your work requirements.  
18H Changes in job procedures are introduced with little or no explanation.  
18I You are sent to a field training exercise or TDY without adequate prior notification.

WORKSAT

Work Satisfaction

.77

(68. Listed below are some aspects of work, personal/family, and community life. Please indicate how good or bad they are for you at this location. very good, good, neither good nor bad, bad, very bad, does not apply, don't know)

- 68A Your opportunities for advancement.
- 68B Your pay.
- 68C Your retirement benefits.
- 68D Type of work you do.
- 68E Your treatment by supervisors.
- 68F Opportunities to make use of your abilities.
- 68G Your job security.
- 68H Your work rules and regulations.
- 68K Opportunities for excitement/adventure.
- 68L Opportunity to serve country.

WORKSTRS

Lack of Work Stress

.68

(75. How frequently do you come home at the end of your duty day feeling... almost every day, about 2-3 times a week, about once a week, 2-3 times a month, about once a month, almost never)

- 75A too tired to enjoy doing things?
- 75C in a good mood and ready to have fun with others?
- 75D in such a bad mood that I am difficult to be around?

## **APPENDIX C**

**Model III LISREL Analyses Results:  
Direct, Indirect, and Total Effects**

ARMY FAMILY MODEL IVc  
LISREL ESTIMATES (MAXIMUM LIKELIHOOD)

BETA

	SUPPGRP	FAMACTIV	FAMTIME	UPERSUPP	UNPOBILL	OTHERJOB	USEDASST	HAPPYWED	ALIENATE	COMMSUPP
SUPPGRP	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
FAMACTIV	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
FAMTIME	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
UPERSUPP	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
UNPOBILL	0.057	-0.047	-0.009	-0.152	0.000	0.000	0.000	0.000	0.000	0.000
OTHERJOB	-0.176	-0.012	0.084	0.004	0.000	0.000	0.000	0.000	0.000	0.000
USEDASST	-0.115	0.048	0.024	-0.059	0.000	0.000	0.000	0.000	0.000	0.000
HAPPYWED	0.071	0.026	0.085	0.111	0.000	0.000	0.000	0.000	0.000	0.000
ALIENATE	-0.010	0.031	-0.018	0.327	0.000	0.000	0.000	0.000	0.000	0.000
COMMSUPP	0.020	0.062	-0.007	0.510	0.000	0.000	0.000	0.000	0.000	0.000
FAMRESBL	0.067	-0.001	-0.034	-0.218	0.000	0.000	0.000	0.000	0.000	0.000
WORKSTRS	0.000	0.000	0.000	0.000	-0.091	-0.052	-0.029	0.180	0.359	0.184
ARMYFIT	0.000	0.000	0.000	0.000	0.041	0.107	-0.118	-0.362	-0.180	-0.152
RELOCATE	0.000	0.000	0.000	0.000	0.070	-0.143	-0.216	-0.023	0.093	0.228
WRKSATIS	-0.035	0.069	-0.035	0.492	0.000	0.000	0.000	-0.098	0.210	0.058
SPSESAT	0.019	-0.041	-0.044	0.081	0.000	0.000	0.000	0.005	0.200	-0.050
UNITREDY	0.141	0.117	0.083	0.297	-0.171	0.083	-0.151	0.000	0.000	0.000

BETA

	FAMRESBL	WORKSTRS	ARMYFIT	RELOCATE	WRKSATIS	SPSESAT	UNITREDY
SUPPGRP	0.000	0.000	0.000	0.000	0.000	0.000	0.000
FAMACTIV	0.000	0.000	0.000	0.000	0.000	0.000	0.000
FAMTIME	0.000	0.000	0.000	0.000	0.000	0.000	0.000
UPERSUPP	0.000	0.000	0.000	0.000	0.000	0.000	0.000
UNPOBILL	0.000	0.000	0.000	0.000	0.000	0.000	0.000
OTHERJOB	0.000	0.000	0.000	0.000	0.000	0.000	0.000
USEDASST	0.000	0.000	0.000	0.000	0.000	0.000	0.000
HAPPYWED	0.000	0.000	0.000	0.000	0.000	0.000	0.000
ALIENATE	0.000	0.000	0.000	0.000	0.000	0.000	0.000
COMMSUPP	0.000	0.000	0.000	0.000	0.000	0.000	0.000
FAMRESBL	0.000	0.000	0.000	0.000	0.000	0.000	0.000
WORKSTRS	-0.093	0.000	0.000	0.000	0.000	0.000	0.000
ARMYFIT	-0.105	0.000	0.000	0.000	0.000	0.000	0.000
RELOCATE	-0.067	0.000	0.000	0.000	0.000	0.000	0.000
WRKSATIS	0.170	0.108	-0.173	0.029	0.000	0.000	0.000
SPSESAT	0.022	0.184	-0.290	0.101	0.000	0.000	0.000
UNITREDY	0.000	0.000	0.000	0.000	0.107	0.106	0.000

GAMMA

	COMBAT	COMBSUPP	MUMDEPH	P_MARRY	MILSPSE	CLOSEREL	RENTOFF	MALES	AVGRANK	MTHSSITE
SUPPGRP	0.218	0.063	-0.009	-0.064	0.070	0.091	-0.033	0.093	-0.108	-0.014
FAMACTIV	0.017	0.056	0.022	-0.061	0.027	-0.115	0.010	-0.018	-0.025	0.003
FAMTIME	0.163	0.147	0.012	0.000	-0.038	0.105	0.035	-0.027	0.078	-0.041
UPERSUPP	0.002	-0.128	0.100	0.104	-0.139	0.041	0.087	-0.128	0.387	-0.016
UNPOBILL	0.071	-0.012	-0.110	0.126	-0.154	0.090	0.032	0.026	-0.049	0.016
OTHERJOB	-0.237	-0.088	0.058	0.165	-0.065	0.084	-0.091	-0.054	-0.170	0.096
USEDASST	-0.144	-0.139	0.048	0.177	0.205	-0.061	-0.034	-0.039	0.247	0.024
HAPPYWED	0.000	0.000	-0.011	0.033	-0.037	-0.004	0.000	0.000	0.000	0.000
ALIENATE	0.000	0.000	0.012	0.266	0.148	0.101	0.000	0.000	0.000	0.000
COMMSUPP	0.000	0.000	0.004	-0.180	0.068	0.041	0.000	0.000	0.000	0.000
FAMRESBL	0.000	0.000	0.077	0.312	-0.012	0.012	0.000	0.000	0.000	0.000
WORKSTRS	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
ARMYFIT	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
RELOCATE	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
WRKSATIS	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
SPSESAT	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
UNITREDY	0.105	-0.029	0.097	-0.024	-0.123	0.027	-0.130	0.042	-0.030	0.066

# GAMMA

	MILGUARD	
SUPPGRP	0.046	
FMACTIV	-0.010	
FAMTIME	0.097	
UPERSUPP	0.056	
UNPDBILL	0.020	
OTHERJOB	0.003	
USEDASST	0.101	
HAPPYWED	0.000	
ALIENATE	0.000	
COMMSUPP	0.000	
FAMRESBL	0.000	
WORKSTRS	0.000	
ARMYFIT	0.000	
RELOCATE	0.000	
WRKSATIS	0.000	
SPSESAT	0.000	
UNITREDY	0.052	

## PSI

SUPPGRP	FMACTIV	FAMTIME	UPERSUPP	UNPDBILL	OTHERJOB	USEDASST	HAPPYWED	ALIENATE	COMMSUPP
0.902	0.971	0.956	0.717	0.907	0.844	0.671	0.971	0.690	0.762

## PSI

FAMRESBL	WORKSTRS	ARMYFIT	RELOCATE	WRKSATIS	SPSESAT	UNITREDY
0.895	0.718	0.733	0.855	0.411	0.699	0.628

## SQUARED MULTIPLE CORRELATIONS FOR STRUCTURAL EQUATIONS

SUPPGRP	FMACTIV	FAMTIME	UPERSUPP	UNPDBILL	OTHERJOB	USEDASST	HAPPYWED	ALIENATE	COMMSUPP
0.098	0.029	0.044	0.283	0.093	0.156	0.330	0.028	0.310	0.237

## SQUARED MULTIPLE CORRELATIONS FOR STRUCTURAL EQUATIONS

FAMRESBL	WORKSTRS	ARMYFIT	RELOCATE	WRKSATIS	SPSESAT	UNITREDY
0.105	0.256	0.254	0.141	0.578	0.282	0.370

TOTAL COEFFICIENT OF DETERMINATION FOR STRUCTURAL EQUATIONS IS 0.747

CHI-SQUARE WITH 139 DEGREES OF FREEDOM = 554.28 (P = .000)

GOODNESS OF FIT INDEX = 0.931  
 ADJUSTED GOODNESS OF FIT INDEX = 0.797  
 ROOT MEAN SQUARE RESIDUAL = 0.046

ARMY FAMILY MODEL IVC  
TOTAL AND INDIRECT EFFECTS

TOTAL EFFECTS OF X ON Y

	COMBAT	COMBSUPP	NUMDEPN	P_MARRY	MILSPSE	CLOSEREL	RENTOFF	MALES	AVGRANK	MTHSSITE
SUPPGRP	0.218	0.063	-0.009	-0.064	0.070	0.091	-0.033	0.093	-0.108	-0.014
FAMACTIV	0.017	0.056	0.022	-0.061	0.027	-0.115	0.010	-0.018	-0.025	0.003
FAMTIME	0.163	0.147	0.012	0.000	-0.038	0.105	0.035	-0.027	0.078	-0.041
UPERSUPP	0.002	-0.128	0.100	0.104	-0.139	0.041	0.087	-0.128	0.387	-0.016
UNPDBILL	0.081	0.007	-0.126	0.109	-0.129	0.093	0.016	0.052	-0.114	0.018
OTHERJOB	-0.262	-0.088	0.061	0.178	-0.081	0.079	-0.082	-0.073	-0.143	0.095
USEDASST	-0.165	-0.133	0.044	0.175	0.206	-0.077	-0.034	-0.044	0.238	0.026
HAPPYWED	0.030	0.004	0.001	0.039	-0.050	0.014	0.011	-0.010	0.041	-0.006
ALIENATE	-0.004	-0.043	0.045	0.298	0.103	0.109	0.029	-0.043	0.125	-0.004
COMMSUPP	0.005	-0.062	0.056	-0.133	0.001	0.056	0.044	-0.064	0.193	-0.008
FAMRESBL	0.008	0.027	0.054	0.285	0.024	0.006	-0.022	0.035	-0.094	0.004
WORKSTRS	0.015	-0.021	0.029	0.039	0.036	0.041	0.026	-0.032	0.108	-0.012
ARMYFIT	-0.017	0.019	-0.027	-0.074	-0.041	-0.012	-0.018	0.017	-0.105	0.012
RELOCATE	0.078	0.022	-0.014	-0.078	-0.033	0.034	0.034	0.003	0.022	-0.020
WRKSATIS	-0.006	-0.080	0.080	0.163	-0.027	0.039	0.054	-0.078	0.238	-0.010
SPSESAT	0.011	-0.030	0.026	0.103	0.027	0.039	0.021	-0.022	0.093	-0.008
UNITREDY	0.141	-0.040	0.160	-0.011	-0.170	0.058	-0.101	-0.006	0.080	0.055

TOTAL EFFECTS OF X ON Y

	MILGUARD
SUPPGRP	0.046
FAMACTIV	-0.010
FAMTIME	0.097
UPERSUPP	0.056
UNPDBILL	0.014
OTHERJOB	0.003
USEDASST	0.095
HAPPYWED	0.018
ALIENATE	0.016
COMMSUPP	0.028
FAMRESBL	-0.012
WORKSTRS	0.011
ARMYFIT	-0.022
RELOCATE	-0.012
WRKSATIS	0.028
SPSESAT	0.011
UNITREDY	0.070

## STANDARD ERRORS FOR TOTAL EFFECTS OF X ON Y

	COMBAT	COMBSUPP	NUMDEPN	P_MARRY	MILSPSE	CLOSEREL	RENTOFF	MALES	AVGRANK	MTHSSITE
SUPPGRP	0.058	0.053	0.044	0.055	0.055	0.047	0.046	0.061	0.054	0.049
FAMACTIV	0.060	0.055	0.046	0.057	0.057	0.048	0.048	0.063	0.056	0.051
FAMTIME	0.059	0.055	0.046	0.056	0.056	0.048	0.047	0.063	0.055	0.051
UPERSUPP	0.051	0.047	0.040	0.049	0.049	0.042	0.041	0.054	0.048	0.044
UNPOBILL	0.058	0.054	0.045	0.055	0.056	0.047	0.046	0.062	0.055	0.050
OTHERJOB	0.057	0.053	0.044	0.054	0.054	0.046	0.045	0.060	0.053	0.048
USEDASST	0.050	0.046	0.039	0.048	0.048	0.041	0.040	0.053	0.047	0.043
HAPPYWED	0.015	0.013	0.046	0.050	0.048	0.047	0.008	0.012	0.021	0.008
ALIENATE	0.020	0.018	0.040	0.044	0.043	0.042	0.014	0.019	0.023	0.015
COMMSUPP	0.029	0.026	0.045	0.050	0.049	0.047	0.021	0.029	0.030	0.023
FAMRESBL	0.017	0.014	0.045	0.049	0.046	0.046	0.011	0.015	0.022	0.010
WORKSTRS	0.020	0.016	0.022	0.031	0.026	0.024	0.013	0.017	0.022	0.014
ARMYFIT	0.018	0.014	0.022	0.030	0.025	0.024	0.011	0.014	0.020	0.011
RELOCATE	0.021	0.017	0.018	0.028	0.022	0.019	0.014	0.018	0.022	0.015
WRKSATIS	0.033	0.030	0.028	0.036	0.034	0.030	0.025	0.034	0.032	0.027
SPSESAT	0.017	0.015	0.018	0.027	0.022	0.020	0.011	0.015	0.021	0.011
UNITREDY	0.056	0.051	0.043	0.053	0.053	0.045	0.044	0.059	0.052	0.047

## STANDARD ERRORS FOR TOTAL EFFECTS OF X ON Y

	MILGUARD
SUPPGRP	0.045
FAMACTIV	0.047
FAMTIME	0.047
UPERSUPP	0.040
UNPOBILL	0.046
OTHERJOB	0.045
USEDASST	0.040
HAPPYWED	0.009
ALIENATE	0.014
COMMSUPP	0.021
FAMRESBL	0.011
WORKSTRS	0.013
ARMYFIT	0.011
RELOCATE	0.014
WRKSATIS	0.025
SPSESAT	0.011
UNITREDY	0.044

## INDIRECT EFFECTS OF X ON Y

	COMBAT	COMBSUPP	NUMDEPN	P_MARRY	MILSPSE	CLOSEREL	RENTOFF	MALES	AVGRANK	MTHSSITE
SUPPGRP	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
FAMACTIV	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
FAMTIME	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
UPERSUPP	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
UNPDBILL	0.010	0.019	-0.017	-0.017	0.024	0.003	-0.016	0.026	-0.065	0.002
OTHERJOB	-0.025	0.000	0.003	0.012	-0.016	-0.006	0.009	-0.019	0.027	-0.001
USEDASST	-0.020	0.007	-0.003	-0.002	0.001	-0.016	0.000	-0.005	-0.010	0.002
HAPPYWED	0.030	0.004	0.012	0.005	-0.013	0.017	0.011	-0.010	0.041	-0.006
ALIENATE	-0.004	-0.043	0.033	0.033	-0.045	0.007	0.029	-0.043	0.125	-0.004
COMMSUPP	0.005	-0.062	0.052	0.048	-0.067	0.015	0.044	-0.064	0.193	-0.008
FAMRESBL	0.008	0.027	-0.023	-0.027	0.036	-0.006	-0.022	0.035	-0.094	0.004
WORKSTRS	0.015	-0.021	0.029	0.039	0.036	0.041	0.026	-0.032	0.108	-0.012
ARMYFIT	-0.017	0.019	-0.027	-0.074	-0.041	-0.012	-0.018	0.017	-0.105	0.012
RELOCATE	0.078	0.022	-0.014	-0.078	-0.033	0.034	0.034	0.003	0.022	-0.020
WRKSATIS	-0.006	-0.080	0.080	0.163	-0.027	0.039	0.054	-0.078	0.238	-0.010
SPSESAT	0.011	-0.030	0.026	0.103	0.027	0.039	0.021	-0.022	0.093	-0.008
UNITREDY	0.037	-0.011	0.063	0.013	-0.047	0.031	0.029	-0.048	0.110	-0.011

## INDIRECT EFFECTS OF X ON Y

	MILGUARD
SUPPGRP	0.000
FAMACTIV	0.000
FAMTIME	0.000
UPERSUPP	0.000
UNPDBILL	-0.006
OTHERJOB	0.000
USEDASST	-0.007
HAPPYWED	0.018
ALIENATE	0.016
COMMSUPP	0.028
FAMRESBL	-0.012
WORKSTRS	0.011
ARMYFIT	-0.022
RELOCATE	-0.012
WRKSATIS	0.028
SPSESAT	0.011
UNITREDY	0.018



## STANDARD ERRORS FOR INDIRECT EFFECTS OF X ON Y

	COMBAT	COMBSUPP	NUMDEPN	P_MARRY	MILSPSE	CLOSEREL	RENTOFF	MALES	AVGRANK	MTnSSITE
SUPPGRP	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
FAMACTIV	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
FAMTIME	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
UPERSUPP	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
UNPDBILL	0.015	0.013	0.009	0.011	0.012	0.011	0.009	0.012	0.022	0.008
OTHERJOB	0.016	0.014	0.010	0.013	0.013	0.012	0.010	0.014	0.023	0.010
USEDASST	0.013	0.011	0.008	0.009	0.010	0.010	0.008	0.011	0.019	0.007
HAPPYWED	0.015	0.013	0.008	0.010	0.011	0.011	0.008	0.012	0.021	0.008
ALIENATE	0.020	0.018	0.014	0.017	0.017	0.015	0.014	0.019	0.023	0.015
COMMSUPP	0.029	0.026	0.021	0.026	0.026	0.023	0.021	0.029	0.030	0.023
FAMRESBL	0.017	0.014	0.010	0.013	0.014	0.013	0.011	0.015	0.022	0.010
WORKSTRS	0.020	0.016	0.022	0.031	0.026	0.024	0.013	0.017	0.022	0.014
ARMYFIT	0.018	0.014	0.022	0.030	0.025	0.024	0.011	0.014	0.020	0.011
RELOCATE	0.021	0.017	0.018	0.028	0.022	0.019	0.014	0.018	0.022	0.015
WRKSATIS	0.033	0.030	0.028	0.036	0.034	0.030	0.025	0.034	0.032	0.027
SPSESAT	0.017	0.015	0.018	0.027	0.022	0.020	0.011	0.015	0.021	0.011
UNITREDY	0.032	0.028	0.023	0.030	0.030	0.025	0.023	0.030	0.034	0.024

## STANDARD ERRORS FOR INDIRECT EFFECTS OF X ON Y

	MILGUARD
SUPPGRP	0.000
FAMACTIV	0.000
FAMTIME	0.000
UPERSUPP	0.000
UNPDBILL	0.009
OTHERJOB	0.010
USEDASST	0.008
HAPPYWED	0.009
ALIENATE	0.014
COMMSUPP	0.021
FAMRESBL	0.011
WORKSTRS	0.013
ARMYFIT	0.011
RELOCATE	0.014
WRKSATIS	0.025
SPSESAT	0.011
UNITREDY	0.023

## TOTAL EFFECTS OF Y ON Y

	SUPPGRP	FAMACTIV	FAMTIME	UPERSUPP	UNPDBILL	OTHERJOB	USEDASST	HAPPYWED	ALIENATE	COMMSUPP
SUPPGRP	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
FAMACTIV	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
FAMTIME	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
UPERSUPP	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
UNPDBILL	0.057	-0.047	-0.009	-0.152	0.000	0.000	0.000	0.000	0.000	0.000
OTHERJOB	-0.176	-0.012	0.084	0.004	0.000	0.000	0.000	0.000	0.000	0.000
USEDASST	-0.115	0.048	0.024	-0.059	0.000	0.000	0.000	0.000	0.000	0.000
HAPPYWED	0.071	0.026	0.085	0.111	0.000	0.000	0.000	0.000	0.000	0.000
ALIENATE	-0.010	0.031	-0.018	0.327	0.000	0.300	0.000	0.000	0.000	0.000
COMMSUPP	0.020	0.062	-0.007	0.510	0.000	0.000	0.000	0.000	0.000	0.000
FAMRESBL	0.067	-0.001	-0.034	-0.218	0.000	0.000	0.000	0.000	0.000	0.000
WORKSTRS	0.014	0.031	0.006	0.267	-0.091	-0.052	-0.029	0.180	0.359	0.184
ARMYFIT	-0.037	-0.033	-0.017	-0.153	0.041	0.107	-0.118	-0.362	-0.180	-0.152
RELOCATE	0.051	0.004	-0.021	0.160	0.070	-0.143	-0.216	-0.023	0.093	0.228
WRKSATIS	-0.022	0.086	-0.050	0.602	-0.015	-0.028	0.011	-0.017	0.282	0.111
SPSESAT	0.036	-0.022	-0.043	0.226	-0.022	-0.055	0.007	0.141	0.327	0.051
UNITREDY	0.135	0.124	0.078	0.420	-0.174	0.074	-0.149	0.013	0.065	0.017

## TOTAL EFFECTS OF Y ON Y

	FAMRESBL	WORKSTRS	ARMYFIT	RELOCATE	WRKSATIS	SPSESAT	UNITREDY
SUPPGRP	0.000	0.000	0.000	0.000	0.000	0.000	0.000
FAMACTIV	0.000	0.000	0.000	0.000	0.000	0.000	0.000
FAMTIME	0.000	0.000	0.000	0.000	0.000	0.000	0.000
UPERSUPP	0.000	0.000	0.000	0.000	0.000	0.000	0.000
UNPDBILL	0.000	0.000	0.000	0.000	0.000	0.000	0.000
OTHERJOB	0.000	0.000	0.000	0.000	0.000	0.000	0.000
USEDASST	0.000	0.000	0.000	0.000	0.000	0.000	0.000
HAPPYWED	0.000	0.000	0.000	0.000	0.000	0.000	0.000
ALIENATE	0.000	0.000	0.000	0.000	0.000	0.000	0.000
COMMSUPP	0.000	0.000	0.000	0.000	0.000	0.000	0.000
FAMRESBL	0.000	0.000	0.000	0.000	0.000	0.000	0.000
WORKSTRS	-0.093	0.000	0.000	0.000	0.000	0.000	0.000
ARMYFIT	-0.105	0.000	0.000	0.000	0.000	0.000	0.000
RELOCATE	-0.067	0.000	0.000	0.000	0.000	0.000	0.000
WRKSATIS	0.176	0.108	-0.173	0.029	0.000	0.000	0.000
SPSESAT	0.028	0.184	-0.290	0.101	0.000	0.000	0.000
UNITREDY	0.022	0.031	-0.049	0.014	0.107	0.106	0.000

LARGEST EIGENVALUE OF B\*B' (STABILITY INDEX) IS 0.888

## STANDARD ERRORS FOR TOTAL EFFECTS OF Y ON Y

	SUPPGRP	FAMACTIV	FAMTIME	UPERSUPP	UNPOBILL	OTHERJOB	USEDASST	HAPPYWED	ALIENATE	COMMSUPP
SUPPGRP	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
FAMACTIV	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
FAMTIME	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
UPERSUPP	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
UNPOBILL	0.046	0.044	0.044	0.051	0.000	0.000	0.000	0.000	0.000	0.000
OTHERJOB	0.044	0.042	0.043	0.049	0.000	0.000	0.000	0.000	0.000	0.000
USEDASST	0.039	0.038	0.038	0.044	0.000	0.000	0.000	0.000	0.000	0.000
HAPPYWED	0.046	0.045	0.045	0.048	0.000	0.000	0.000	0.000	0.000	0.000
ALIENATE	0.038	0.038	0.038	0.041	0.000	0.000	0.000	0.000	0.000	0.000
COMMSUPP	0.040	0.040	0.040	0.043	0.000	0.000	0.000	0.000	0.000	0.000
FAMRESBL	0.044	0.044	0.043	0.046	0.000	0.000	0.000	0.000	0.000	0.000
WORKSTRS	0.021	0.019	0.019	0.031	0.039	0.039	0.040	0.039	0.040	0.039
ARMYFIT	0.023	0.021	0.021	0.033	0.039	0.039	0.040	0.039	0.041	0.040
RELOCATE	0.018	0.015	0.016	0.031	0.042	0.043	0.044	0.042	0.044	0.043
WRKSATIS	0.033	0.032	0.032	0.034	0.009	0.010	0.011	0.031	0.034	0.034
SPSESAT	0.041	0.041	0.041	0.043	0.015	0.016	0.018	0.041	0.045	0.045
UNITREDY	0.040	0.038	0.039	0.045	0.038	0.039	0.044	0.008	0.018	0.008

## STANDARD ERRORS FOR TOTAL EFFECTS OF Y ON Y

	FAMRESBL	WORKSTRS	ARMYFIT	RELOCATE	WRKSATIS	SPSESAT	UNITREDY
SUPPGRP	0.000	0.000	0.000	0.000	0.000	0.000	0.000
FAMACTIV	0.000	0.000	0.000	0.000	0.000	0.000	0.000
FAMTIME	0.000	0.000	0.000	0.000	0.000	0.000	0.000
UPERSUPP	0.000	0.000	0.000	0.000	0.000	0.000	0.000
UNPOBILL	0.000	0.000	0.000	0.000	0.000	0.000	0.000
OTHERJOB	0.000	0.000	0.000	0.000	0.000	0.000	0.000
USEDASST	0.000	0.000	0.000	0.000	0.000	0.000	0.000
HAPPYWED	0.000	0.000	0.000	0.000	0.000	0.000	0.000
ALIENATE	0.000	0.000	0.000	0.000	0.000	0.000	0.000
COMMSUPP	0.000	0.000	0.000	0.000	0.000	0.000	0.000
FAMRESBL	0.000	0.000	0.000	0.000	0.000	0.000	0.000
WORKSTRS	0.039	0.000	0.000	0.000	0.000	0.000	0.000
ARMYFIT	0.039	0.000	0.000	0.000	0.000	0.000	0.000
RELOCATE	0.042	0.000	0.000	0.000	0.000	0.000	0.000
WRKSATIS	0.031	0.034	0.034	0.030	0.000	0.000	0.000
SPSESAT	0.041	0.045	0.044	0.040	0.000	0.000	0.000
UNITREDY	0.010	0.010	0.014	0.007	0.050	0.039	0.000

## INDIRECT EFFECTS OF Y ON Y

	SUPPGRP	FAMACTIV	FAMTIME	UPERSUPP	UNPOBILL	OTHERJOB	USEDASST	HAPPYWED	ALIENATE	COMMSUPP
SUPPGRP	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
FAMACTIV	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
FAMTIME	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
UPERSUPP	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
UNPOBILL	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
OTHERJOB	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
USEDASST	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
HAPPYWED	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
ALIENATE	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
COMMSUPP	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
FAMRESBL	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
WORKSTRS	0.014	0.031	0.006	0.267	0.000	0.000	0.000	0.000	0.000	0.000
ARMYFIT	-0.037	-0.033	-0.017	-0.153	0.000	0.000	0.000	0.000	0.000	0.000
RELOCATE	0.051	0.004	-0.021	0.160	0.000	0.000	0.000	0.000	0.000	0.000
WRKSATIS	0.013	0.017	-0.015	0.110	-0.015	-0.028	0.011	0.081	0.072	0.053
SPSESAT	0.017	0.019	0.000	0.145	-0.022	-0.055	0.007	0.136	0.128	0.101
UNITREDY	-0.006	0.007	-0.005	0.123	-0.004	-0.009	0.002	0.013	0.065	0.017

## INDIRECT EFFECTS OF Y ON Y

	FAMRESBL	WORKSTRS	ARMYFIT	RELOCATE	WRKSATIS	SPSESAT	UNITREDY
SUPPGRP	0.000	0.000	0.000	0.000	0.000	0.000	0.000
FAMACTIV	0.000	0.000	0.000	0.000	0.000	0.000	0.000
FAMTIME	0.000	0.000	0.000	0.000	0.000	0.000	0.000
UPERSUPP	0.000	0.000	0.000	0.000	0.000	0.000	0.000
UNPOBILL	0.000	0.000	0.000	0.000	0.000	0.000	0.000
OTHERJOB	0.000	0.000	0.000	0.000	0.000	0.000	0.000
USEDASST	0.000	0.000	0.000	0.000	0.000	0.000	0.000
HAPPYWED	0.000	0.000	0.000	0.000	0.000	0.000	0.000
ALIENATE	0.000	0.000	0.000	0.000	0.000	0.000	0.000
COMMSUPP	0.000	0.000	0.000	0.000	0.000	0.000	0.000
FAMRESBL	0.000	0.000	0.000	0.000	0.000	0.000	0.000
WORKSTRS	0.000	0.000	0.000	0.000	0.000	0.000	0.000
ARMYFIT	0.000	0.000	0.000	0.000	0.000	0.000	0.000
RELOCATE	0.000	0.000	0.000	0.000	0.000	0.000	0.000
WRKSATIS	0.006	0.000	0.000	0.000	0.000	0.000	0.000
SPSESAT	0.007	0.000	0.000	0.000	0.000	0.000	0.000
UNITREDY	0.022	0.031	-0.049	0.014	0.000	0.000	0.000